Dear A V RAHUL

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 330000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

AADITHYA AKSHAY SUNIL

Dear **AADITHYA AKSHAY SUNIL**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

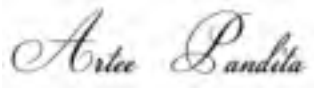
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Dear Santhosh Kumar S

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

OFFER LETTER

Dear ABBU BAKKAR SIDDIQ,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

ABHISHEK DHAMNE

Dear **ABHISHEK DHAMNE**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

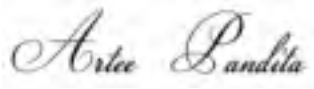
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Abhishek Kumar**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

ABIN FRANK

Dear **ABIN FRANK**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

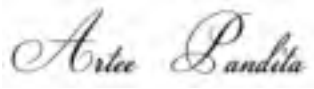
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Strictly Private and Confidential

Dear **TAMIL SELVAN S,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.

• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

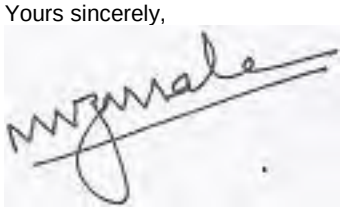
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

TAMIL SELVAN S

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1.Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1.Two copies of your recent passport size photographs.

2.Original marksheet of all semester (PG/UG).

3.Original provisional degree certificate or convocation degree certificate.

4.Copy of X, XII and all semester mark sheets of PG & UG Degrees.

5.Copy of Degree/PG/Diploma (as applicable) certificates.

6.Passport copy, if available (if not please apply immediately).

7.Pan Card

8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

TAMIL SELVAN S

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ADIBA KHANUM,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

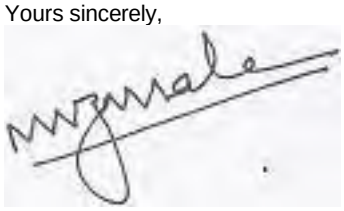
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ADIBA KHANUM

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ADIBA KHANUM

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ADITYA R,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

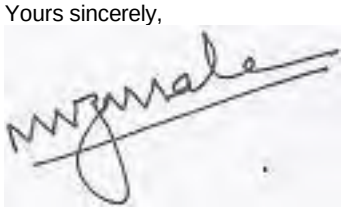
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ADITYA R

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ADITYA R

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ADRIAN ARDEN DIENGDOH,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

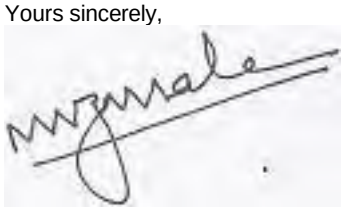
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ADRIAN ARDEN DIENGDOH

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ADRIAN ARDEN DIENGDOH

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ANIESH SHARMA,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

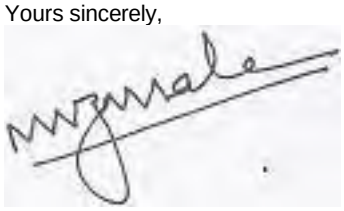
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ANIESH SHARMA

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ANIESH SHARMA

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ANUSHKA RAJAN,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

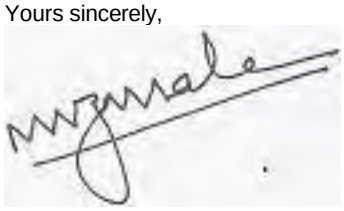
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ANUSHKA RAJAN

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ANUSHKA RAJAN

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ANUSRI CHAURASIA,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

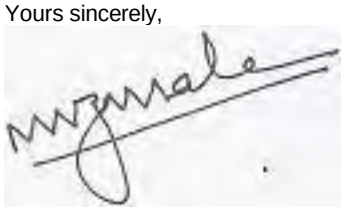
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ANUSRI CHAURASIA

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ANUSRI CHAURASIA

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ARJUMANTH A R,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

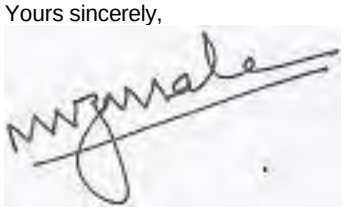
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ARJUMANTH A R

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ARJUMANTH A R

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ATHISH ANAND KUMAR M,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

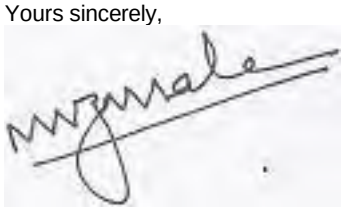
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ATHISH ANAND KUMAR M

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ATHISH ANAND KUMAR M

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **ATIF AHMED,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

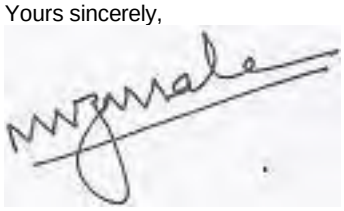
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

ATIF AHMED

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

ATIF AHMED

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **AVNEET SINGH,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

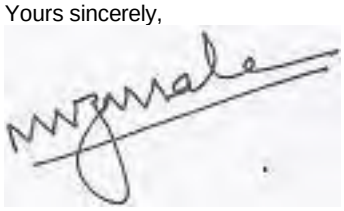
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

AVNEET SINGH

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

AVNEET SINGH

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **BENITA SHARON I,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

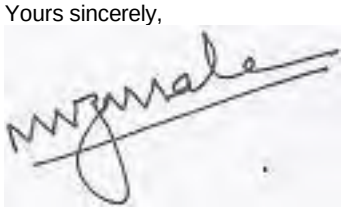
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

BENITA SHARON I

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

BENITA SHARON I

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **BRUNDA S,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

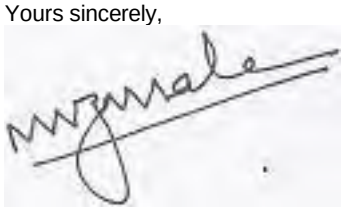
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

BRUNDA S

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

BRUNDA S

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **CHANCHIYA ILMA ALTAF,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

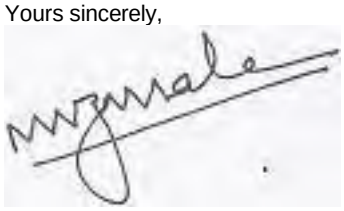
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

CHANCHIYA ILMA ALTAF

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

CHANCHIYA ILMA ALTAF

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **CHITIRALA.SRI VIJAYA TULASI,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

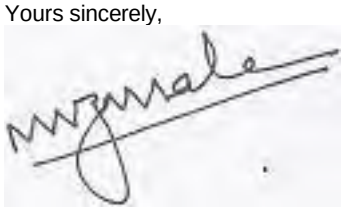
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

CHITIRALA.SRI VIJAYA TULASI

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

CHITIRALA.SRI VIJAYA TULASI

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **DEVESH GUPTA,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

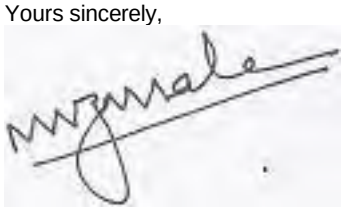
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

DEVESH GUPTA

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

DEVESH GUPTA

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **DORJI THINLEY,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

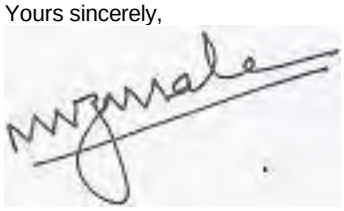
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

DORJI THINLEY

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

DORJI THINLEY

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **DUSHANTH K K,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

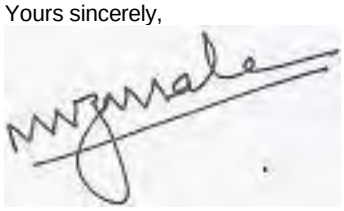
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

DUSHANTH K K

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

DUSHANTH K K

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **EDIGA S PREM KUMAR GOWD,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

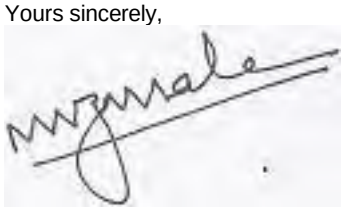
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

EDIGA S PREM KUMAR GOWD

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

EDIGA S PREM KUMAR GOWD

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **FREDDY V MATHEW,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

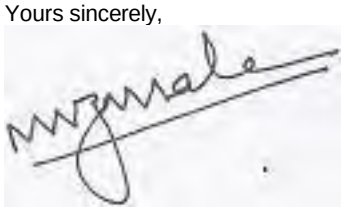
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

FREDDY V MATHEW

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

FREDDY V MATHEW

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **FURQUAN UR REHMAN N,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

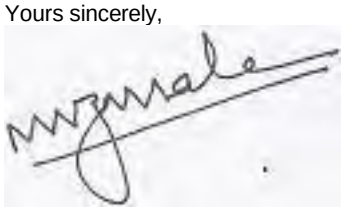
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

FURQUAN UR REHMAN N

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

FURQUAN UR REHMAN N

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **G KAILASH,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

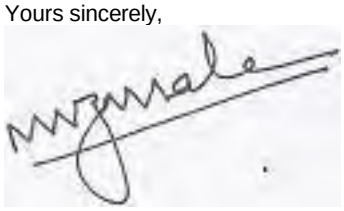
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

G KAILASH

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

G KAILASH

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **G SRIRAM,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

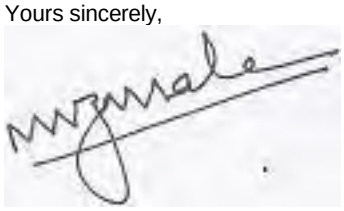
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

G SRIRAM

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

G SRIRAM

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **JOSHUA NITEESH KUMAR V,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

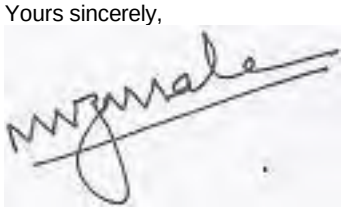
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

JOSHUA NITEESH KUMAR V

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

JOSHUA NITEESH KUMAR V

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **K LALRINFELI,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

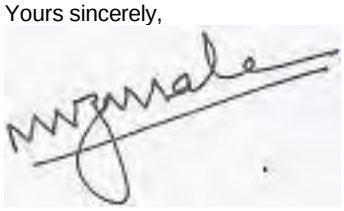
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

K LALRINFELI

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

K LALRINFELI

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **KOLLI SAI RUTHVIK REDDY,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

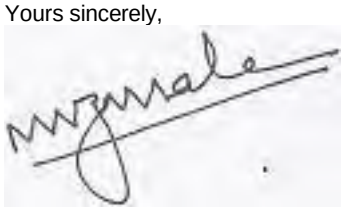
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

KOLLI SAI RUTHVIK REDDY

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

KOLLI SAI RUTHVIK REDDY

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **MD YAHYA AAKIF,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

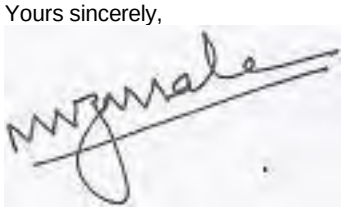
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

MD YAHYA AAKIF

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

MD YAHYA AAKIF

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **MOHAMMED ABUZER IQBAL,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

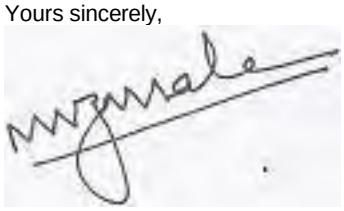
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

MOHAMMED ABUZER IQBAL

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

MOHAMMED ABUZER IQBAL

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **MONICA DHARANI,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

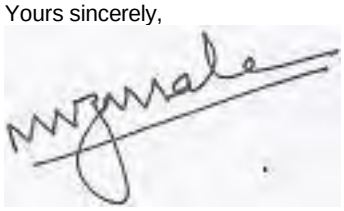
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

MONICA DHARANI

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

MONICA DHARANI

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **MUHAMMAD TAAHIR,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

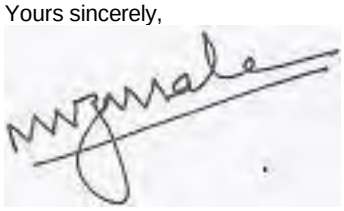
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

MUHAMMAD TAAHIR

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

MUHAMMAD TAAHIR

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **NITHISH KUMAR M,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

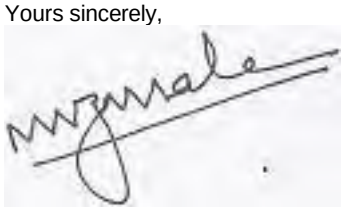
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

NITHISH KUMAR M

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

NITHISH KUMAR M

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **PARINITA CHETTY,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

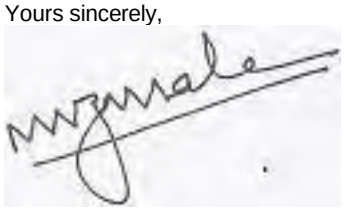
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

PARINITA CHETTY

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

PARINITA CHETTY

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **R BHARATHI,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

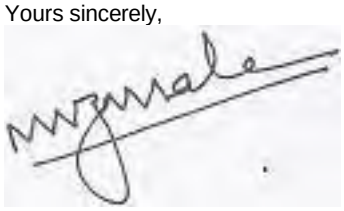
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

R BHARATHI

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

R BHARATHI

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **TEJUS M,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.

• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

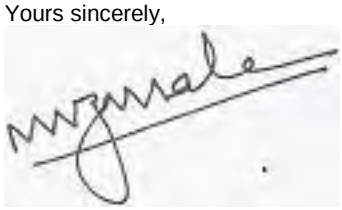
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

TEJUS M

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1.Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1.Two copies of your recent passport size photographs.

2.Original marksheet of all semester (PG/UG).

3.Original provisional degree certificate or convocation degree certificate.

4.Copy of X, XII and all semester mark sheets of PG & UG Degrees.

5.Copy of Degree/PG/Diploma (as applicable) certificates.

6.Passport copy, if available (if not please apply immediately).

7.Pan Card

8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

TEJUS M

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **TENZIN CHAGDOR BHUTIA,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.

• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

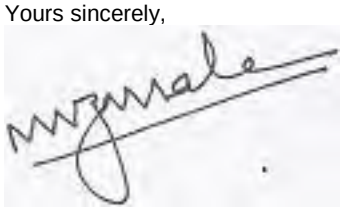
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

TENZIN CHAGDOR BHUTIA

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1.Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1.Two copies of your recent passport size photographs.

2.Original marksheet of all semester (PG/UG).

3.Original provisional degree certificate or convocation degree certificate.

4.Copy of X, XII and all semester mark sheets of PG & UG Degrees.

5.Copy of Degree/PG/Diploma (as applicable) certificates.

6.Passport copy, if available (if not please apply immediately).

7.Pan Card

8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

TENZIN CHAGDOR BHUTIA

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **TENZIN GELEK,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.

• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

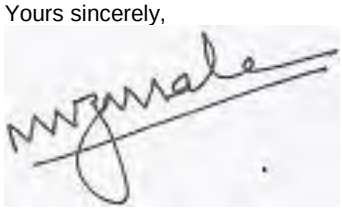
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

TENZIN GELEK

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1.Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1.Two copies of your recent passport size photographs.

2.Original marksheet of all semester (PG/UG).

3.Original provisional degree certificate or convocation degree certificate.

4.Copy of X, XII and all semester mark sheets of PG & UG Degrees.

5.Copy of Degree/PG/Diploma (as applicable) certificates.

6.Passport copy, if available (if not please apply immediately).

7.Pan Card

8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

TENZIN GELEK

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **TENZIN NYIMA,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

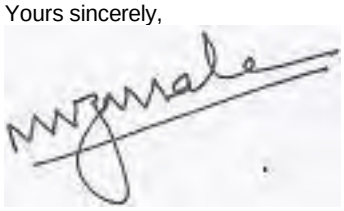
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

TENZIN NYIMA

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

TENZIN NYIMA

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **THASHWINI V,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

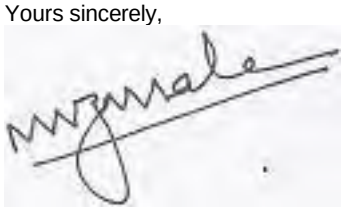
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

THASHWINI V

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

THASHWINI V

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **VIDHYA L,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

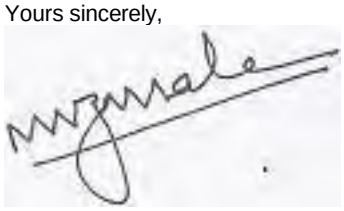
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

VIDHYA L

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

VIDHYA L

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **VINAY C,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

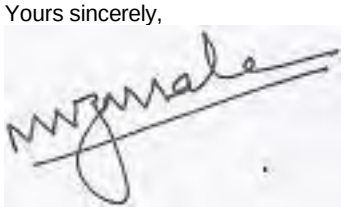
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

VINAY C

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

VINAY C

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **YADU KRISHNA K,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

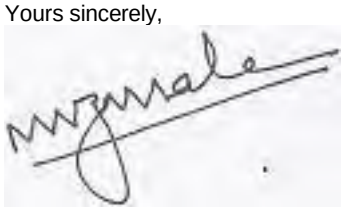
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

YADU KRISHNA K

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

YADU KRISHNA K

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **YASHIKA R M,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

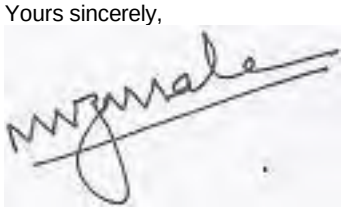
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

YASHIKA R M

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

YASHIKA R M

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **YASHWANTH .R,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

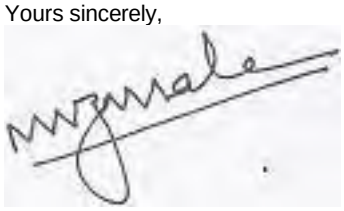
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

YASHWANTH .R

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

YASHWANTH .R

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **YASIR AHMED,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

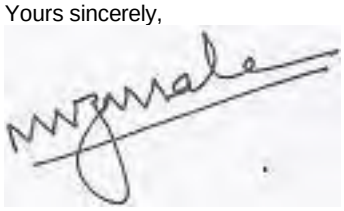
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

YASIR AHMED

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

YASIR AHMED

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Strictly Private and Confidential

Dear **YOGESH KUMAR NAIK K,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10, 000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

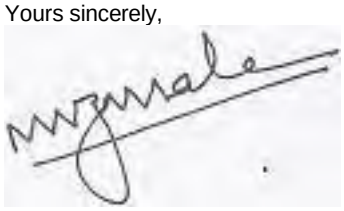
After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

YOGESH KUMAR NAIK K

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	600000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) Notional Insurance Premium paid by Company	INR 6,400/- INR 11,400/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 600000/-

(E)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensati on guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percent age of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/app rovals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

YOGESH KUMAR NAIK K

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Our mission is to ***"Partner with our customers to deliver innovative and cost effective solutions and create Excellence by providing Opportunities to people through well-defined Processes and progressive Learning in an Exuberant environment."***

Dear Monika M ,

When you put them all together, you get the word **'PEOPLE'**. We live and we work by these principles which are the very foundation of our company and the basis of our rapid growth.

Acuvate Software is a leading global provider of innovative business solutions, consulting, and outsourcing services. We help our customers in their digital transformation journey by collaborating with their teams across the globe. We currently have out offices and operations in India , London, Amsterdam, New York and Dubai.

We at Acuvate offer a wide spectrum of services that help customers improve their business efficiency through Artificial Intelligence, Business Process Innovation, Business Intelligence, Portals and Collaboration Management Solutions, Application Development and Infrastructure Support. Acuvate offers a rich value proposition to its clients by using the right technology in the right way. Our industry focused solutions provide organizations with intelligence for their digital transformation. We embrace this journey, striving to remain the trusted partner that delivers digital empowerment to our clients worldwide

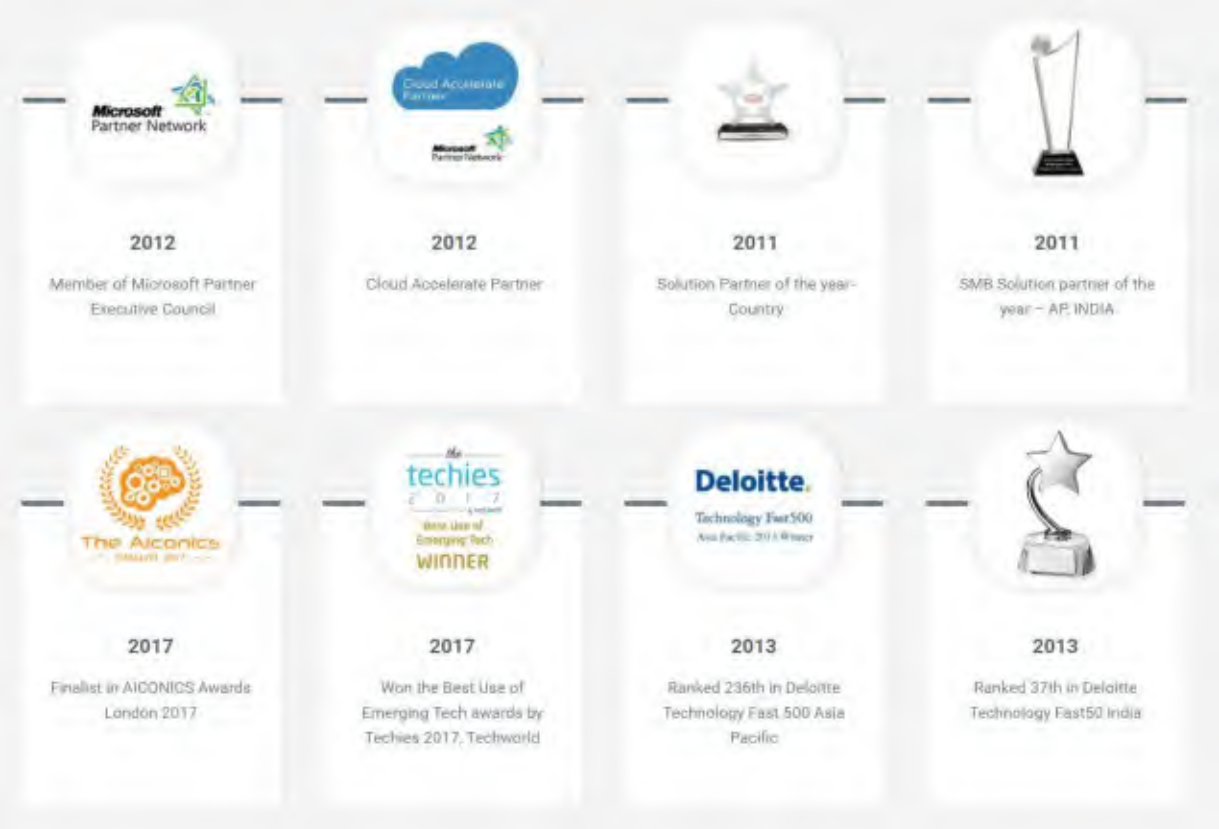
Acuvate seeks to employ people with skill, integrity and enthusiasm, and to provide them with the means to develop professionally, without any form of discrimination, and in accordance with applicable national, state or local law.

At Acuvate, we believe that our success as a professional services organization requires that we maintain a rich diversity of people able to render services with exceptional quality, excellence and commitment.

We emphasize on achieving Higher Productivity, Rich Customer Experience and Enhanced Employee Satisfaction through our focused efforts. Our accolades and success stories are available on www.acuvate.com.

Our Offerings

AWARDS:



CLIENTS :

13+ Years in the industry	130+ Clients	28+ Enterprise AI Digital Agents Implemented	300+ SharePoint Implementations	70+ BI & Analytics Implementations	300+ Devs, Architects, UI/UX

Benefits :

1) **Compensation and benefits**
    a. Insurance
    b. Earned leaves
        i. - Maternity/Paternity
    c. Public Holidays as per industry norms.
2) **Trainings Programs and initiatives**
    a. Technical Trainings to keep you posted with the industry trends
    b. Behavioural Training to develop your personality as a professional
    c. Leadership Training to build leaders.
3) **Rewards and recognition.**
    a. Monthly reward program that fosters discretionary effort
    b. SPOT Awards
    c. Most coveted award is our ‘Employee of the quarter’
    d. Business Impact Award
    e. Customer appreciations, etc
4) **Operating values**

    a. Delighting customers.
    b. Building talent capability.
    c. CSR
    d. Fun@work Acuvate premier league and the annual day outing. e. Agility

EMPLOYMENT AGREEMENT CLAUSES

The Company Employs You, as a **"Software Engineer - Trainee"** and You accept employment with the Company on the terms and conditions set forth in this Employment Agreement (the "Agreement")

I EMPLOYMENT TERMS AND DUTIES

1. Your Employment shall begin on **14th June 2021** and shall end on the date of termination pursuant to Section VI of this Agreement.

2. During your employment with the Company, You will devote your entire and undivided business time (9 hours), attention, effort, skill, care and energy to the business of the Company. You shall perform your duties faithfully, intelligently, to the best of your ability, and in the best interest of the Company.

3. Your reporting manager shall from time to time explain you your objectives and responsibilities and other details of your employment. You will accept and shall abide by all lawful and reasonable instructions issued by any of your superiors. You shall perform your duties at such place or places, as the Company shall reasonably designate. Your performance will be measured from time to time and will be awarded as per the existing appraisal process.

4. In performing such duties, You shall be subject to the direction and control of your immediate Seniors and the Board of Directors and CEO of the Company.

5. The employment relationship shall also be governed by the general employment policies and practices of the Company, rules framed from time to time and contained in the employee manual, except that when the terms of this Agreement differ from or are in conflict with the Company's general employment policies or practices, this Agreement shall prevail. You will also be bound by the Rules, Regulations and office orders in force and framed by the Company from time to time in relation to your service conditions, which will form part of your terms of employment.

6. We work five days a week, Monday through Friday. The Company will have its normal business hours from 10:00 hrs to 19:00 hrs with a lunch break. Since we cater to global clients that may operate on a 24 x 7 basis, You may be required to work at non-standard hours; your work timing would be intimated by your manager. You shall provide details regarding the utilization of your time by entering the same into timesheets or as prescribed by your manager of HR.

II COMPENSATION AND BENEFITS

You will be entitled to remuneration of as mentioned in "Annexure I" in accordance with

Company's customary payroll procedures. The job title, duties and compensation may be adjusted from time to time as the Company may determine, in its sole discretion.

i. Bonus(if applicable) is paid annually and the payout is a determined based on individual and the organizations performance.

ii. PF contribution and gratuity will be paid as per the existing statutory norms.

III PROBATION

1. Your appointment will be on probation for a period of 6 months (Six Months) [hereinafter called the **"Probation Period"**]. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the probation period will be deemed to have been extended until the company advising you of confirmation in your appointment or notifying you otherwise.

2. The Company may terminate your employment by a written notice at any time during or at the end of the probation period without assigning any reason for such termination.

3. The company and You agree to a mutual notice period of 15 days while on probation.

4. The company follows a confirmation process that measures skill and ability. Upon satisfactory performance, if the employee meets expectations (3 rating) it is a deemed as a confirmed full time employment.

V PROTECTION OF CONFIDENTIAL INFORMATION

1. **You are required to sign a separate Confidentiality / Non Disclosure Agreement as a condition of employment.**

i. You will not at any time use or disclose to anyone other than authorized officers of the Company, information or knowledge relating to the Company's business or any Company proprietary information, technical data, trade secrets or know- how, including but not limited to research, product plans, products, services, customers name and customers identity, markets, software, developments, inventions, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, financial, administrative and or organization matters or any transaction or affairs of the Company, of confidential nature obtained by You while in the employment of the Company.

ii. You shall also not disclose any such confidential information as mentioned above pertaining to the Company, which shall not be generally known to the public or recognized as standard practices and on leaving the Company, shall not take with yourself any charts, confidential data or materials belonging to the Company without its consent.

iii. All records, notes, compilations, or other recorded matter, and copies or reproductions thereof, relating to the Company's operations, activities, or business, made or received by You during any period of employment with the Company are and shall be the property of the Company exclusively, and You shall surrender the same at the time of your resignation or termination of employment.

V ACTIVITIES OUTSIDE THE SCOPE OF EMPLOYMENT

Except with the prior written consent of the Company, You will not during the employment with the Company undertake or engage in any other employment, occupation or business enterprise. You may engage in civic and not-for-profit activities under intimation to the Company so long as such activities do not materially interfere with the performance of your duties hereunder.

1. Except as permitted under clause 2 below, You agree not to acquire, assume or participate in, directly or indirectly, any position, investment or interest known by You or You have means to know to be adverse or antagonistic to the Company, its business or prospects, financial or otherwise.

2. During the term of your employment with the Company, except on behalf of the Company, You will not directly or indirectly, whether as an officer, director, stockholder, partner, proprietor, associate,

representative, consultant, or in any capacity whatsoever engage in, become financially interested in, be employed by or have any business connection with any other person, corporation, firm, partnership or other entity whatsoever which were known by You or You have means to know, to compete directly with the Company, throughout the world, in any line of business engaged in (or planned to be engaged in) by the Company; provided, however, that anything above to the contrary notwithstanding, You may own, as a passive investor, securities of any competitor corporation, so long as your direct holdings (held by You and your relatives) in any such corporation / its subsidiaries / affiliates etc. shall not in the aggregate constitute more than 1% of the voting stock of such corporation. For the purposes of clarity, the corporations/its subsidiaries/affiliates etc. should not be any competitors of the company in any manner.

VI TERMINATION

1. You may terminate this employment by giving 90 days prior notice or salary in lieu thereof based upon mutual consent between You and the Company.

2. The Company shall have the right to terminate your employment with the Company at any time with a prior notice of 60 days.

3. Your employment may be terminated by the Company for cause pursuant to conducting a disciplinary procedure. The disciplinary proceedings will be conducted, including but not limited to on the occurrence of any one of the following events:

   i. If You willfully fail or refuse to comply, in a material manner, with the policies, standards, and regulations of the Company following written notice of breach and a reasonable opportunity to cure;

   ii. If you fail to perform the tasks given to you with the desired quality.

   iii. You engage in fraud, dishonesty, or any other act of misconduct in the performance of your duties on behalf of the Company;

   iv. You fail to perform any material provisions of this Agreement to be performed by You provided however, that if such breach can be cured, You will receive reasonable, written notice of breach and a reasonable opportunity to cure such breach;

Further details on the disciplinary procedure may be availed from the Human resources Department.

Without prejudice to other remedies that may be available under the applicable laws, to the Company against You, in case of termination in accordance with clause 3 of section V above, the Company shall not have any further liability to you other than for remuneration, allowances and prerequisites that have accrued prior to the effective date of termination of employment.

VII RESTRICTIVE COVENANTS

1. RETURN OF ASSETS AND INFORMATION:

You agree that if your employment is terminated, You will immediately and without request deliver to the Company any and all physical assets entrusted to You by the Company and any and all records and papers and all matters of whatever nature which contain the Company information.

2. NON-COMPETETION; NON-SOLICITATION:

i. You state that after termination of your employment and for 24 months there after You will not become a proprietor, partner, shareholder, employee, officer, director, distributor, channel partner, dealer or stockist of or to a corporation, a partnership firm or any other business entity whose products or services directly compete with Company's products or services. The restrictions contained in this section shall apply whether or not You accept any form of compensation from such competing businesses.

ii. You also agree that:

a. After termination of your employment with the Company and 24 months there after, You will not encourage or induce any of Company's employee, director or officer to breach any of their respective contract of employment or other contract with the Company and You will not entice, solicit, hire, recruit or employ any

Company's employee, director or officer. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

b. After termination of your employment with the Company and 24 months there after , You will not encourage or induce any of Company's customer, channel partner, distributor, stockist, agent, representative, dealer, client to breach their respective contract with the Company and You will not entice or solicit, any Company customer, channel partner, distributor, stockist, agent, representative, dealer or client. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

iii. Company and You acknowledge and agree that You will acquire knowledge and information concerning the business of the Company and its affiliates as a result of employment. The Company and You further acknowledge and agree that the scope of business in which the Company is engaged is very competitive and is one in which few companies successfully compete. Competition by You after having had access to the

Company's Information in any aspect of Company's business after the employment is terminated would severely injure the Company due to the intimate knowledge in this narrow field that the Company has disclosed to You. No obligations herein shall be construed to prevent You from exercising your acquired general skills after the termination of the employment, except as applied to specific Company information.

iv. You acknowledge and admit that the restrictions contained in this section VI are appropriate and necessary for the protection of the business and goodwill of the Company and are considered by You to be reasonable for such purpose.

VIII RESOLUTION OF DISPUTES & REMEDIES

1. In the event of any dispute or difference in any way or manner arising out of, in relation to or in connection with this Agreement, the same shall be decided by arbitration in accordance with the Arbitration and Conciliation Act, 1996 The Arbitration proceedings shall be conducted in English language. The venue of the Arbitration shall be at Hyderabad.

2. If You violate the undertakings of 'Confidentiality' and 'No to Compete' clauses for any reason, You acknowledge that the damage resulting there from will be immediate and continuing and therefore agree to any injunctive relief the Company may seek with respect thereto and that the same is necessary and proper.

3. Nothing in this Agreement shall limit the rights or remedies of the Company arising directly or indirectly from such breach and/or competitive employment including, without limitation, claims based upon breach of fiduciary duty, misappropriation, and theft of confidential Information and/ or tortuous interference with contract. Further, You agree to compensate the Company for Company's costs and expenses, including attorneys' fees, incurred as a result of any such violation by You.

IX SEVERABILITY

The Company and You agree that if any part of this Agreement shall be found to be invalid, illegal or unenforceable by the courts or law of India then that part shall not affect any of the other part of this Agreement and this Agreement shall be construed as if such invalid, illegal or unenforceable part had never been contained herein.

X ASSIGNABILITY

If the Company and You agree to transfer You to another of the Company affiliate, then this Agreement shall be automatically assigned to that affiliate. This Agreement shall inure to the benefit of any assignee of the Company and You specifically agree to execute on demand all necessary documents in connection therewith.

XI GOVERNING LAW

It is understood and agreed by the Company and You that this Agreement shall be interpreted and governed by the laws of India irrespective of the place of execution or the place or places of performance. The Company and You further acknowledge that this Agreement is written in English and that English is the controlling language.

XII WAIVER

Any failure by either party to exercise its rights or any delay, forbearance or indulgence by either party in exercising any rights under this Agreement shall not operate as a waiver of that right or preclude its exercise at any subsequent time or on any subsequent occasion.

XIII IDEAS, INVENTIONS AND INTELLECTUAL PROPERTY

1. You agree and recognize and agree that all ideas, inventions, enhancements, plans, writings, Intellectual Property, and other developments or improvements (the "Inventions") conceived by you, alone or with others, during the term of your employment, whether or not during working hours, that are within the scope of the Company's business operations or that relate to any of the Company's work or projects, are the sole and exclusive property of the Company. You further agree that (1) You will promptly disclose all Inventions to the Company and hereby assign to the Company all present and future rights You may have in those Inventions, including without limitation those relating to patent, copyright, trademark or trade secrets. At the request of and without charge to the Company (except for any associated, reasonable and out-of-pocket expenses of yours which Company will pay), You will do all things deemed by the Company to be reasonably necessary to perfect the title to the Inventions in the Company and to assist in obtaining for the Company such patents, copyrights or other protection as may be provided under law and desired by the Company, including but not limited to executing and signing any and all relevant applications, assignments or other instruments.

2. Notwithstanding the foregoing, the Company hereby notifies You that the provisions of this Section shall not apply to any Inventions for which no equipment, supplies, facility or trade secret information of the Company was used and which were developed entirely by You in your own time, unless (1) the Invention relates to (i) to the business of the Company, or (ii) to actual or demonstrably anticipated research or development of the Company, or (2) the Invention results from any work performed by You for the Company.

XIV NONDISPARAGEMENT

During or after termination of your employment, You will not disparage, denigrate or defame or take any action that is injurious to the interest of the Company, its products or services.

XV UNDERTAKING

You represent and warrant to the Company that there is no other employment contract or any other contractual obligation to which You are subject, which prevents You from entering into this Agreement or from performing your duties under this Agreement.

XVI INDEMNIFICATION

1. You agree to indemnify and keep the Company indemnified against all losses, claims, injury, damage, costs and expenses that the Company may suffer or incur as a result of or in connection with -

i. any falsity whether already known or discovered at any time in the future, of any of the statements, acknowledgement, representations and warranties made by You in this Agreement; or ii. any breach or non-compliance by You of any

term of this Agreement; or

iii. any default, breach, non-compliance or irregularity of any nature whatsoever that may be committed by You; or

iv. Any liability of the Company towards any third party including any government or statutory authority attributable to any past action or default on your part as an executive of the Company.

XVII NOTICES:

All notices reports and communications permitted or required by this Agreement shall be in writing, and shall be deemed to have been given on the date of delivery under endorsement or by registered post. The addresses on the signing page of this Agreement or any other address notified in the Company's book shall be the address for the said purpose.

XVIII MODIFICATION

The terms of employment contained herein may only be modified by a written instrument executed by the Company and You.

XIX COUNTERPARTS

Company and You agree that there will be two original copies of this Agreement, one to be kept, as a matter of record with the Company and one to be kept as a matter of record with You.

Annexure I

Components	Monthly	Annual
	Amount in Indian Rupees	
Basic	6,744	80,933
HRA	2,833	33,992
FEP	8,452	1,01,419
Sub Total (A) -	**18,029**	**2,16,344**
Other Benefits	Amount in Indian Rupees	
Provident Fund (employer contribution)	1,800	21,600
***Insurance**	600	7,200
****Performance Bonus**	-	-
***Gratuity**	405	4,856
Sub Total (B)	**2,805**	**33,656**
Total	**25,833**	**3,00,000**

* Insurance covers Group Personal Accident, Group Life and Hospitaliza tion.

**As per gratuity laws

***You would be eligible for Performance Bonus based on your performance vis-à-vis the objectives/tasks assigned to you, the performance of your group/function and the organization's performance.

Annexure II

Monthly Salary Breakdown Before TDS:

Earnings			Deductions	
Basic Salary	6,744		P.F.	1800
HRA	2,833		P.T.	200
FEP	8,452		*TDS	
			LOP	0
			Others	0
Total	20028.667		Total	2000
TDS will be applicable as per the rules				
		Net Pay		18029

Our mission is to ***"Partner with our customers to deliver innovative and cost effective solutions and create Excellence by providing Opportunities to people through well-defined Processes and progressive Learning in an Exuberant environment."***

Dear Nischay Nanaiah C S ,

When you put them all together, you get the word **'PEOPLE'**. We live and we work by these principles which are the very foundation of our company and the basis of our rapid growth.

Acuvate Software is a leading global provider of innovative business solutions, consulting, and outsourcing services. We help our customers in their digital transformation journey by collaborating with their teams across the globe. We currently have out offices and operations in India , London, Amsterdam, New York and Dubai.

We at Acuvate offer a wide spectrum of services that help customers improve their business efficiency through Artificial Intelligence, Business Process Innovation, Business Intelligence, Portals and Collaboration Management Solutions, Application Development and Infrastructure Support. Acuvate offers a rich value proposition to its clients by using the right technology in the right way. Our industry focused solutions provide organizations with intelligence for their digital transformation. We embrace this journey, striving to remain the trusted partner that delivers digital empowerment to our clients worldwide

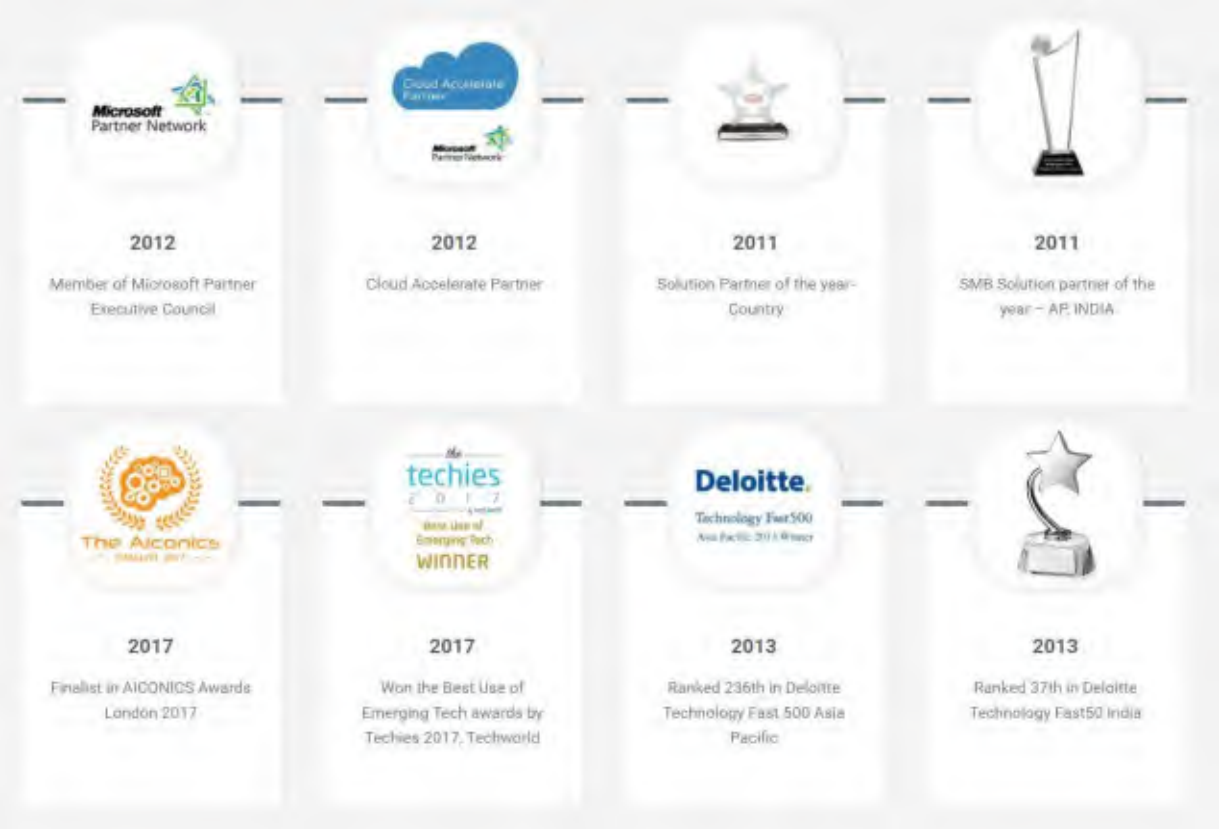
Acuvate seeks to employ people with skill, integrity and enthusiasm, and to provide them with the means to develop professionally, without any form of discrimination, and in accordance with applicable national, state or local law.

At Acuvate, we believe that our success as a professional services organization requires that we maintain a rich diversity of people able to render services with exceptional quality, excellence and commitment.

We emphasize on achieving Higher Productivity, Rich Customer Experience and Enhanced Employee Satisfaction through our focused efforts. Our accolades and success stories are available on www.acuvate.com.

Our Offerings

AWARDS:



CLIENTS :

13+ Years in the industry	130+ Clients	28+ Enterprise AI Digital Agents Implemented	300+ SharePoint Implementations	70+ BI & Analytics Implementations	300+ Devs, Architects, UI/UX

Benefits :

1) **Compensation and benefits**
    a. Insurance
    b. Earned leaves
        i. - Maternity/Paternity
    c. Public Holidays as per industry norms.
2) **Trainings Programs and initiatives**
    a. Technical Trainings to keep you posted with the industry trends
    b. Behavioural Training to develop your personality as a professional
    c. Leadership Training to build leaders.
3) **Rewards and recognition.**
    a. Monthly reward program that fosters discretionary effort
    b. SPOT Awards
    c. Most coveted award is our ‘Employee of the quarter’
    d. Business Impact Award
    e. Customer appreciations, etc
4) **Operating values**

    a. Delighting customers.
    b. Building talent capability.
    c. CSR
    d. Fun@work Acuvate premier league and the annual day outing. e. Agility

EMPLOYMENT AGREEMENT CLAUSES

The Company Employs You, as a **"Software Engineer - Trainee"** and You accept employment with the Company on the terms and conditions set forth in this Employment Agreement (the "Agreement")

I EMPLOYMENT TERMS AND DUTIES

1. Your Employment shall begin on **14th June 2021** and shall end on the date of termination pursuant to Section VI of this Agreement.

2. During your employment with the Company, You will devote your entire and undivided business time (9 hours), attention, effort, skill, care and energy to the business of the Company. You shall perform your duties faithfully, intelligently, to the best of your ability, and in the best interest of the Company.

3. Your reporting manager shall from time to time explain you your objectives and responsibilities and other details of your employment. You will accept and shall abide by all lawful and reasonable instructions issued by any of your superiors. You shall perform your duties at such place or places, as the Company shall reasonably designate. Your performance will be measured from time to time and will be awarded as per the existing appraisal process.

4. In performing such duties, You shall be subject to the direction and control of your immediate Seniors and the Board of Directors and CEO of the Company.

5. The employment relationship shall also be governed by the general employment policies and practices of the Company, rules framed from time to time and contained in the employee manual, except that when the terms of this Agreement differ from or are in conflict with the Company's general employment policies or practices, this Agreement shall prevail. You will also be bound by the Rules, Regulations and office orders in force and framed by the Company from time to time in relation to your service conditions, which will form part of your terms of employment.

6. We work five days a week, Monday through Friday. The Company will have its normal business hours from 10:00 hrs to 19:00 hrs with a lunch break. Since we cater to global clients that may operate on a 24 x 7 basis, You may be required to work at non-standard hours; your work timing would be intimated by your manager. You shall provide details regarding the utilization of your time by entering the same into timesheets or as prescribed by your manager of HR.

II COMPENSATION AND BENEFITS

You will be entitled to remuneration of as mentioned in "Annexure I" in accordance with

Company's customary payroll procedures. The job title, duties and compensation may be adjusted from time to time as the Company may determine, in its sole discretion.

i. Bonus(if applicable) is paid annually and the payout is a determined based on individual and the organizations performance.

ii. PF contribution and gratuity will be paid as per the existing statutory norms.

III PROBATION

1. Your appointment will be on probation for a period of 6 months (Six Months) [hereinafter called the **"Probation Period"**]. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the probation period will be deemed to have been extended until the company advising you of confirmation in your appointment or notifying you otherwise.

2. The Company may terminate your employment by a written notice at any time during or at the end of the probation period without assigning any reason for such termination.

3. The company and You agree to a mutual notice period of 15 days while on probation.

4. The company follows a confirmation process that measures skill and ability. Upon satisfactory performance, if the employee meets expectations (3 rating) it is a deemed as a confirmed full time employment.

V PROTECTION OF CONFIDENTIAL INFORMATION

1. **You are required to sign a separate Confidentiality / Non Disclosure Agreement as a condition of employment.**

i. You will not at any time use or disclose to anyone other than authorized officers of the Company, information or knowledge relating to the Company's business or any Company proprietary information, technical data, trade secrets or know- how, including but not limited to research, product plans, products, services, customers name and customers identity, markets, software, developments, inventions, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, financial, administrative and or organization matters or any transaction or affairs of the Company, of confidential nature obtained by You while in the employment of the Company.

ii. You shall also not disclose any such confidential information as mentioned above pertaining to the Company, which shall not be generally known to the public or recognized as standard practices and on leaving the Company, shall not take with yourself any charts, confidential data or materials belonging to the Company without its consent.

iii. All records, notes, compilations, or other recorded matter, and copies or reproductions thereof, relating to the Company's operations, activities, or business, made or received by You during any period of employment with the Company are and shall be the property of the Company exclusively, and You shall surrender the same at the time of your resignation or termination of employment.

V ACTIVITIES OUTSIDE THE SCOPE OF EMPLOYMENT

Except with the prior written consent of the Company, You will not during the employment with the Company undertake or engage in any other employment, occupation or business enterprise. You may engage in civic and not-for-profit activities under intimation to the Company so long as such activities do not materially interfere with the performance of your duties hereunder.

1. Except as permitted under clause 2 below, You agree not to acquire, assume or participate in, directly or indirectly, any position, investment or interest known by You or You have means to know to be adverse or antagonistic to the Company, its business or prospects, financial or otherwise.

2. During the term of your employment with the Company, except on behalf of the Company, You will not directly or indirectly, whether as an officer, director, stockholder, partner, proprietor, associate,

representative, consultant, or in any capacity whatsoever engage in, become financially interested in, be employed by or have any business connection with any other person, corporation, firm, partnership or other entity whatsoever which were known by You or You have means to know, to compete directly with the Company, throughout the world, in any line of business engaged in (or planned to be engaged in) by the Company; provided, however, that anything above to the contrary notwithstanding, You may own, as a passive investor, securities of any competitor corporation, so long as your direct holdings (held by You and your relatives) in any such corporation / its subsidiaries / affiliates etc. shall not in the aggregate constitute more than 1% of the voting stock of such corporation. For the purposes of clarity, the corporations/its subsidiaries/affiliates etc. should not be any competitors of the company in any manner.

VI TERMINATION

1. You may terminate this employment by giving 90 days prior notice or salary in lieu thereof based upon mutual consent between You and the Company.

2. The Company shall have the right to terminate your employment with the Company at any time with a prior notice of 60 days.

3. Your employment may be terminated by the Company for cause pursuant to conducting a disciplinary procedure. The disciplinary proceedings will be conducted, including but not limited to on the occurrence of any one of the following events:

   i. If You willfully fail or refuse to comply, in a material manner, with the policies, standards, and regulations of the Company following written notice of breach and a reasonable opportunity to cure;

   ii. If you fail to perform the tasks given to you with the desired quality.

   iii. You engage in fraud, dishonesty, or any other act of misconduct in the performance of your duties on behalf of the Company;

   iv. You fail to perform any material provisions of this Agreement to be performed by You provided however, that if such breach can be cured, You will receive reasonable, written notice of breach and a reasonable opportunity to cure such breach;

Further details on the disciplinary procedure may be availed from the Human resources Department.

Without prejudice to other remedies that may be available under the applicable laws, to the Company against You, in case of termination in accordance with clause 3 of section V above, the Company shall not have any further liability to you other than for remuneration, allowances and prerequisites that have accrued prior to the effective date of termination of employment.

VII RESTRICTIVE COVENANTS

1. RETURN OF ASSETS AND INFORMATION:

You agree that if your employment is terminated, You will immediately and without request deliver to the Company any and all physical assets entrusted to You by the Company and any and all records and papers and all matters of whatever nature which contain the Company information.

2. NON-COMPETETION; NON-SOLICITATION:

i. You state that after termination of your employment and for 24 months there after You will not become a proprietor, partner, shareholder, employee, officer, director, distributor, channel partner, dealer or stockist of or to a corporation, a partnership firm or any other business entity whose products or services directly compete with Company's products or services. The restrictions contained in this section shall apply whether or not You accept any form of compensation from such competing businesses.

ii. You also agree that:

a. After termination of your employment with the Company and 24 months there after, You will not encourage or induce any of Company's employee, director or officer to breach any of their respective contract of employment or other contract with the Company and You will not entice, solicit, hire, recruit or employ any

Company's employee, director or officer. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

b. After termination of your employment with the Company and 24 months there after , You will not encourage or induce any of Company's customer, channel partner, distributor, stockist, agent, representative, dealer, client to breach their respective contract with the Company and You will not entice or solicit, any Company customer, channel partner, distributor, stockist, agent, representative, dealer or client. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

iii. Company and You acknowledge and agree that You will acquire knowledge and information concerning the business of the Company and its affiliates as a result of employment. The Company and You further acknowledge and agree that the scope of business in which the Company is engaged is very competitive and is one in which few companies successfully compete. Competition by You after having had access to the

Company's Information in any aspect of Company's business after the employment is terminated would severely injure the Company due to the intimate knowledge in this narrow field that the Company has disclosed to You. No obligations herein shall be construed to prevent You from exercising your acquired general skills after the termination of the employment, except as applied to specific Company information.

iv. You acknowledge and admit that the restrictions contained in this section VI are appropriate and necessary for the protection of the business and goodwill of the Company and are considered by You to be reasonable for such purpose.

VIII RESOLUTION OF DISPUTES & REMEDIES

1. In the event of any dispute or difference in any way or manner arising out of, in relation to or in connection with this Agreement, the same shall be decided by arbitration in accordance with the Arbitration and Conciliation Act, 1996 The Arbitration proceedings shall be conducted in English language. The venue of the Arbitration shall be at Hyderabad.

2. If You violate the undertakings of 'Confidentiality' and 'No to Compete' clauses for any reason, You acknowledge that the damage resulting there from will be immediate and continuing and therefore agree to any injunctive relief the Company may seek with respect thereto and that the same is necessary and proper.

3. Nothing in this Agreement shall limit the rights or remedies of the Company arising directly or indirectly from such breach and/or competitive employment including, without limitation, claims based upon breach of fiduciary duty, misappropriation, and theft of confidential Information and/ or tortuous interference with contract. Further, You agree to compensate the Company for Company's costs and expenses, including attorneys' fees, incurred as a result of any such violation by You.

IX SEVERABILITY

The Company and You agree that if any part of this Agreement shall be found to be invalid, illegal or unenforceable by the courts or law of India then that part shall not affect any of the other part of this Agreement and this Agreement shall be construed as if such invalid, illegal or unenforceable part had never been contained herein.

X ASSIGNABILITY

If the Company and You agree to transfer You to another of the Company affiliate, then this Agreement shall be automatically assigned to that affiliate. This Agreement shall inure to the benefit of any assignee of the Company and You specifically agree to execute on demand all necessary documents in connection therewith.

XI GOVERNING LAW

It is understood and agreed by the Company and You that this Agreement shall be interpreted and governed by the laws of India irrespective of the place of execution or the place or places of performance. The Company and You further acknowledge that this Agreement is written in English and that English is the controlling language.

XII WAIVER

Any failure by either party to exercise its rights or any delay, forbearance or indulgence by either party in exercising any rights under this Agreement shall not operate as a waiver of that right or preclude its exercise at any subsequent time or on any subsequent occasion.

XIII IDEAS, INVENTIONS AND INTELLECTUAL PROPERTY

1. You agree and recognize and agree that all ideas, inventions, enhancements, plans, writings, Intellectual Property, and other developments or improvements (the "Inventions") conceived by you, alone or with others, during the term of your employment, whether or not during working hours, that are within the scope of the Company's business operations or that relate to any of the Company's work or projects, are the sole and exclusive property of the Company. You further agree that (1) You will promptly disclose all Inventions to the Company and hereby assign to the Company all present and future rights You may have in those Inventions, including without limitation those relating to patent, copyright, trademark or trade secrets. At the request of and without charge to the Company (except for any associated, reasonable and out-of-pocket expenses of yours which Company will pay), You will do all things deemed by the Company to be reasonably necessary to perfect the title to the Inventions in the Company and to assist in obtaining for the Company such patents, copyrights or other protection as may be provided under law and desired by the Company, including but not limited to executing and signing any and all relevant applications, assignments or other instruments.

2. Notwithstanding the foregoing, the Company hereby notifies You that the provisions of this Section shall not apply to any Inventions for which no equipment, supplies, facility or trade secret information of the Company was used and which were developed entirely by You in your own time, unless (1) the Invention relates to (i) to the business of the Company, or (ii) to actual or demonstrably anticipated research or development of the Company, or (2) the Invention results from any work performed by You for the Company.

XIV NONDISPARAGEMENT

During or after termination of your employment, You will not disparage, denigrate or defame or take any action that is injurious to the interest of the Company, its products or services.

XV UNDERTAKING

You represent and warrant to the Company that there is no other employment contract or any other contractual obligation to which You are subject, which prevents You from entering into this Agreement or from performing your duties under this Agreement.

XVI INDEMNIFICATION

1. You agree to indemnify and keep the Company indemnified against all losses, claims, injury, damage, costs and expenses that the Company may suffer or incur as a result of or in connection with -

i. any falsity whether already known or discovered at any time in the future, of any of the statements, acknowledgement, representations and warranties made by You in this Agreement; or ii. any breach or non-compliance by You of any

term of this Agreement; or

iii. any default, breach, non-compliance or irregularity of any nature whatsoever that may be committed by You; or

iv. Any liability of the Company towards any third party including any government or statutory authority attributable to any past action or default on your part as an executive of the Company.

XVII NOTICES:

All notices reports and communications permitted or required by this Agreement shall be in writing, and shall be deemed to have been given on the date of delivery under endorsement or by registered post. The addresses on the signing page of this Agreement or any other address notified in the Company's book shall be the address for the said purpose.

XVIII MODIFICATION

The terms of employment contained herein may only be modified by a written instrument executed by the Company and You.

XIX COUNTERPARTS

Company and You agree that there will be two original copies of this Agreement, one to be kept, as a matter of record with the Company and one to be kept as a matter of record with You.

Annexure I

Components	Monthly	Annual
	Amount in Indian Rupees	
Basic	6,744	80,933
HRA	2,833	33,992
FEP	8,452	1,01,419
Sub Total (A) -	**18,029**	**2,16,344**
Other Benefits	Amount in Indian Rupees	
Provident Fund (employer contribution)	1,800	21,600
***Insurance**	600	7,200
****Performance Bonus**	-	-
***Gratuity**	405	4,856
Sub Total (B)	**2,805**	**33,656**
Total	**25,833**	**3,00,000**

* Insurance covers Group Personal Accident, Group Life and Hospitaliza tion.

**As per gratuity laws

***You would be eligible for Performance Bonus based on your performance vis-à-vis the objectives/tasks assigned to you, the performance of your group/function and the organization's performance.

Annexure II

Monthly Salary Breakdown Before TDS:

Earnings			Deductions	
Basic Salary	6,744		P.F.	1800
HRA	2,833		P.T.	200
FEP	8,452		*TDS	
			LOP	0
			Others	0
Total	20028.667		Total	2000
TDS will be applicable as per the rules				
		Net Pay		18029

Our mission is to ***"Partner with our customers to deliver innovative and cost effective solutions and create Excellence by providing Opportunities to people through well-defined Processes and progressive Learning in an Exuberant environment."***

Dear Paramjeet Singh ,

When you put them all together, you get the word **'PEOPLE'**. We live and we work by these principles which are the very foundation of our company and the basis of our rapid growth.

Acuvate Software is a leading global provider of innovative business solutions, consulting, and outsourcing services. We help our customers in their digital transformation journey by collaborating with their teams across the globe. We currently have out offices and operations in India , London, Amsterdam, New York and Dubai.

We at Acuvate offer a wide spectrum of services that help customers improve their business efficiency through Artificial Intelligence, Business Process Innovation, Business Intelligence, Portals and Collaboration Management Solutions, Application Development and Infrastructure Support. Acuvate offers a rich value proposition to its clients by using the right technology in the right way. Our industry focused solutions provide organizations with intelligence for their digital transformation. We embrace this journey, striving to remain the trusted partner that delivers digital empowerment to our clients worldwide

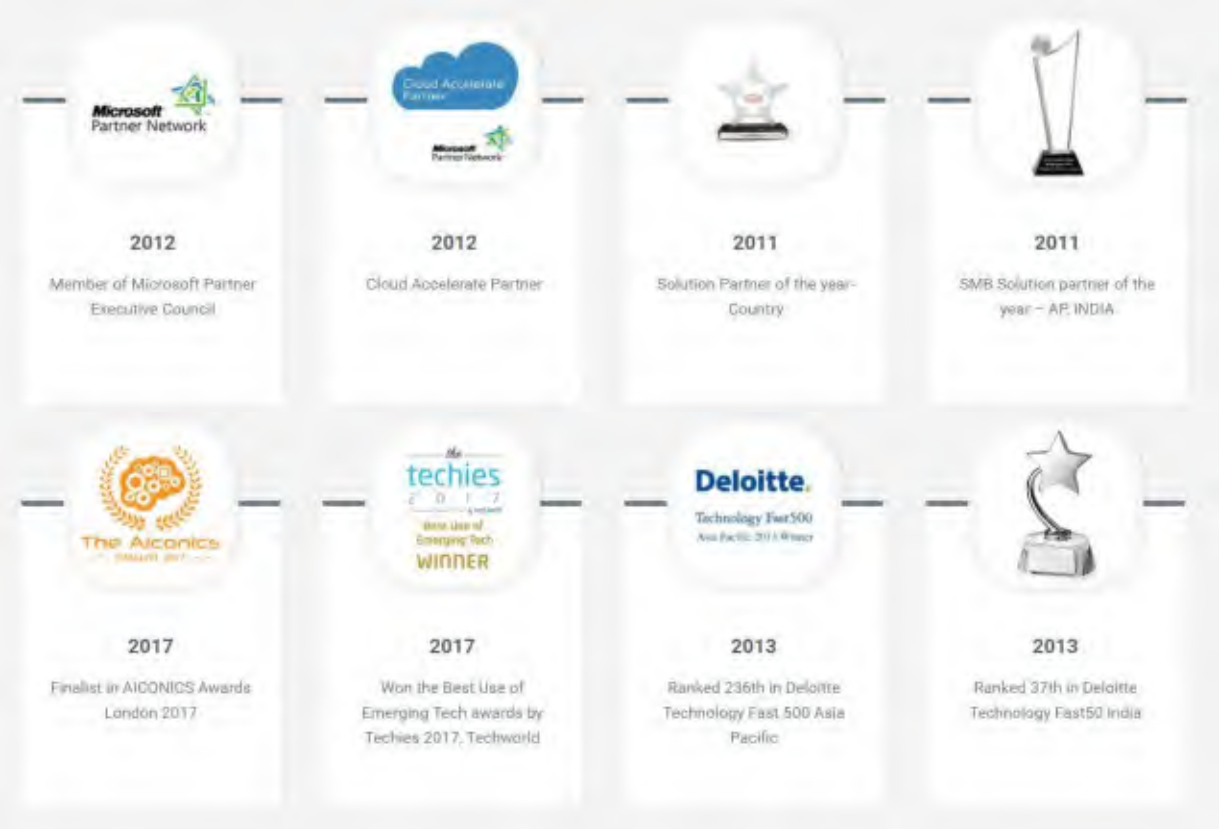
Acuvate seeks to employ people with skill, integrity and enthusiasm, and to provide them with the means to develop professionally, without any form of discrimination, and in accordance with applicable national, state or local law.

At Acuvate, we believe that our success as a professional services organization requires that we maintain a rich diversity of people able to render services with exceptional quality, excellence and commitment.

We emphasize on achieving Higher Productivity, Rich Customer Experience and Enhanced Employee Satisfaction through our focused efforts. Our accolades and success stories are available on www.acuvate.com.

Our Offerings

AWARDS:



CLIENTS :

13+ Years in the industry	130+ Clients	28+ Enterprise AI Digital Agents Implemented	300+ SharePoint Implementations	70+ BI & Analytics Implementations	300+ Devs, Architects, UI/UX

Benefits :

1) **Compensation and benefits**
    a. Insurance
    b. Earned leaves
        i. - Maternity/Paternity
    c. Public Holidays as per industry norms.
2) **Trainings Programs and initiatives**
    a. Technical Trainings to keep you posted with the industry trends
    b. Behavioural Training to develop your personality as a professional
    c. Leadership Training to build leaders.
3) **Rewards and recognition.**
    a. Monthly reward program that fosters discretionary effort
    b. SPOT Awards
    c. Most coveted award is our ‘Employee of the quarter’
    d. Business Impact Award
    e. Customer appreciations, etc
4) **Operating values**

    a. Delighting customers.
    b. Building talent capability.
    c. CSR
    d. Fun@work Acuvate premier league and the annual day outing. e. Agility

EMPLOYMENT AGREEMENT CLAUSES

The Company Employs You, as a **"Software Engineer - Trainee"** and You accept employment with the Company on the terms and conditions set forth in this Employment Agreement (the "Agreement")

I EMPLOYMENT TERMS AND DUTIES

1. Your Employment shall begin on **14th June 2021** and shall end on the date of termination pursuant to Section VI of this Agreement.

2. During your employment with the Company, You will devote your entire and undivided business time (9 hours), attention, effort, skill, care and energy to the business of the Company. You shall perform your duties faithfully, intelligently, to the best of your ability, and in the best interest of the Company.

3. Your reporting manager shall from time to time explain you your objectives and responsibilities and other details of your employment. You will accept and shall abide by all lawful and reasonable instructions issued by any of your superiors. You shall perform your duties at such place or places, as the Company shall reasonably designate. Your performance will be measured from time to time and will be awarded as per the existing appraisal process.

4. In performing such duties, You shall be subject to the direction and control of your immediate Seniors and the Board of Directors and CEO of the Company.

5. The employment relationship shall also be governed by the general employment policies and practices of the Company, rules framed from time to time and contained in the employee manual, except that when the terms of this Agreement differ from or are in conflict with the Company's general employment policies or practices, this Agreement shall prevail. You will also be bound by the Rules, Regulations and office orders in force and framed by the Company from time to time in relation to your service conditions, which will form part of your terms of employment.

6. We work five days a week, Monday through Friday. The Company will have its normal business hours from 10:00 hrs to 19:00 hrs with a lunch break. Since we cater to global clients that may operate on a 24 x 7 basis, You may be required to work at non-standard hours; your work timing would be intimated by your manager. You shall provide details regarding the utilization of your time by entering the same into timesheets or as prescribed by your manager of HR.

II COMPENSATION AND BENEFITS

You will be entitled to remuneration of as mentioned in "Annexure I" in accordance with

Company's customary payroll procedures. The job title, duties and compensation may be adjusted from time to time as the Company may determine, in its sole discretion.

i. Bonus(if applicable) is paid annually and the payout is a determined based on individual and the organizations performance.

ii. PF contribution and gratuity will be paid as per the existing statutory norms.

III PROBATION

1. Your appointment will be on probation for a period of 6 months (Six Months) [hereinafter called the **"Probation Period"**]. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the probation period will be deemed to have been extended until the company advising you of confirmation in your appointment or notifying you otherwise.

2. The Company may terminate your employment by a written notice at any time during or at the end of the probation period without assigning any reason for such termination.

3. The company and You agree to a mutual notice period of 15 days while on probation.

4. The company follows a confirmation process that measures skill and ability. Upon satisfactory performance, if the employee meets expectations (3 rating) it is a deemed as a confirmed full time employment.

V PROTECTION OF CONFIDENTIAL INFORMATION

1. **You are required to sign a separate Confidentiality / Non Disclosure Agreement as a condition of employment.**

i. You will not at any time use or disclose to anyone other than authorized officers of the Company, information or knowledge relating to the Company's business or any Company proprietary information, technical data, trade secrets or know- how, including but not limited to research, product plans, products, services, customers name and customers identity, markets, software, developments, inventions, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, financial, administrative and or organization matters or any transaction or affairs of the Company, of confidential nature obtained by You while in the employment of the Company.

ii. You shall also not disclose any such confidential information as mentioned above pertaining to the Company, which shall not be generally known to the public or recognized as standard practices and on leaving the Company, shall not take with yourself any charts, confidential data or materials belonging to the Company without its consent.

iii. All records, notes, compilations, or other recorded matter, and copies or reproductions thereof, relating to the Company's operations, activities, or business, made or received by You during any period of employment with the Company are and shall be the property of the Company exclusively, and You shall surrender the same at the time of your resignation or termination of employment.

V ACTIVITIES OUTSIDE THE SCOPE OF EMPLOYMENT

Except with the prior written consent of the Company, You will not during the employment with the Company undertake or engage in any other employment, occupation or business enterprise. You may engage in civic and not-for-profit activities under intimation to the Company so long as such activities do not materially interfere with the performance of your duties hereunder.

1. Except as permitted under clause 2 below, You agree not to acquire, assume or participate in, directly or indirectly, any position, investment or interest known by You or You have means to know to be adverse or antagonistic to the Company, its business or prospects, financial or otherwise.

2. During the term of your employment with the Company, except on behalf of the Company, You will not directly or indirectly, whether as an officer, director, stockholder, partner, proprietor, associate,

representative, consultant, or in any capacity whatsoever engage in, become financially interested in, be employed by or have any business connection with any other person, corporation, firm, partnership or other entity whatsoever which were known by You or You have means to know, to compete directly with the Company, throughout the world, in any line of business engaged in (or planned to be engaged in) by the Company; provided, however, that anything above to the contrary notwithstanding, You may own, as a passive investor, securities of any competitor corporation, so long as your direct holdings (held by You and your relatives) in any such corporation / its subsidiaries / affiliates etc. shall not in the aggregate constitute more than 1% of the voting stock of such corporation. For the purposes of clarity, the corporations/its subsidiaries/affiliates etc. should not be any competitors of the company in any manner.

VI TERMINATION

1. You may terminate this employment by giving 90 days prior notice or salary in lieu thereof based upon mutual consent between You and the Company.

2. The Company shall have the right to terminate your employment with the Company at any time with a prior notice of 60 days.

3. Your employment may be terminated by the Company for cause pursuant to conducting a disciplinary procedure. The disciplinary proceedings will be conducted, including but not limited to on the occurrence of any one of the following events:

   i. If You willfully fail or refuse to comply, in a material manner, with the policies, standards, and regulations of the Company following written notice of breach and a reasonable opportunity to cure;

   ii. If you fail to perform the tasks given to you with the desired quality.

   iii. You engage in fraud, dishonesty, or any other act of misconduct in the performance of your duties on behalf of the Company;

   iv. You fail to perform any material provisions of this Agreement to be performed by You provided however, that if such breach can be cured, You will receive reasonable, written notice of breach and a reasonable opportunity to cure such breach;

Further details on the disciplinary procedure may be availed from the Human resources Department.

Without prejudice to other remedies that may be available under the applicable laws, to the Company against You, in case of termination in accordance with clause 3 of section V above, the Company shall not have any further liability to you other than for remuneration, allowances and prerequisites that have accrued prior to the effective date of termination of employment.

VII RESTRICTIVE COVENANTS

1. RETURN OF ASSETS AND INFORMATION:

You agree that if your employment is terminated, You will immediately and without request deliver to the Company any and all physical assets entrusted to You by the Company and any and all records and papers and all matters of whatever nature which contain the Company information.

2. NON-COMPETETION; NON-SOLICITATION:

i. You state that after termination of your employment and for 24 months there after You will not become a proprietor, partner, shareholder, employee, officer, director, distributor, channel partner, dealer or stockist of or to a corporation, a partnership firm or any other business entity whose products or services directly compete with Company's products or services. The restrictions contained in this section shall apply whether or not You accept any form of compensation from such competing businesses.

ii. You also agree that:

a. After termination of your employment with the Company and 24 months there after, You will not encourage or induce any of Company's employee, director or officer to breach any of their respective contract of employment or other contract with the Company and You will not entice, solicit, hire, recruit or employ any

Company's employee, director or officer. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

b. After termination of your employment with the Company and 24 months there after , You will not encourage or induce any of Company's customer, channel partner, distributor, stockist, agent, representative, dealer, client to breach their respective contract with the Company and You will not entice or solicit, any Company customer, channel partner, distributor, stockist, agent, representative, dealer or client. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

iii. Company and You acknowledge and agree that You will acquire knowledge and information concerning the business of the Company and its affiliates as a result of employment. The Company and You further acknowledge and agree that the scope of business in which the Company is engaged is very competitive and is one in which few companies successfully compete. Competition by You after having had access to the

Company's Information in any aspect of Company's business after the employment is terminated would severely injure the Company due to the intimate knowledge in this narrow field that the Company has disclosed to You. No obligations herein shall be construed to prevent You from exercising your acquired general skills after the termination of the employment, except as applied to specific Company information.

iv. You acknowledge and admit that the restrictions contained in this section VI are appropriate and necessary for the protection of the business and goodwill of the Company and are considered by You to be reasonable for such purpose.

VIII RESOLUTION OF DISPUTES & REMEDIES

1. In the event of any dispute or difference in any way or manner arising out of, in relation to or in connection with this Agreement, the same shall be decided by arbitration in accordance with the Arbitration and Conciliation Act, 1996 The Arbitration proceedings shall be conducted in English language. The venue of the Arbitration shall be at Hyderabad.

2. If You violate the undertakings of 'Confidentiality' and 'No to Compete' clauses for any reason, You acknowledge that the damage resulting there from will be immediate and continuing and therefore agree to any injunctive relief the Company may seek with respect thereto and that the same is necessary and proper.

3. Nothing in this Agreement shall limit the rights or remedies of the Company arising directly or indirectly from such breach and/or competitive employment including, without limitation, claims based upon breach of fiduciary duty, misappropriation, and theft of confidential Information and/ or tortuous interference with contract. Further, You agree to compensate the Company for Company's costs and expenses, including attorneys' fees, incurred as a result of any such violation by You.

IX SEVERABILITY

The Company and You agree that if any part of this Agreement shall be found to be invalid, illegal or unenforceable by the courts or law of India then that part shall not affect any of the other part of this Agreement and this Agreement shall be construed as if such invalid, illegal or unenforceable part had never been contained herein.

X ASSIGNABILITY

If the Company and You agree to transfer You to another of the Company affiliate, then this Agreement shall be automatically assigned to that affiliate. This Agreement shall inure to the benefit of any assignee of the Company and You specifically agree to execute on demand all necessary documents in connection therewith.

XI GOVERNING LAW

It is understood and agreed by the Company and You that this Agreement shall be interpreted and governed by the laws of India irrespective of the place of execution or the place or places of performance. The Company and You further acknowledge that this Agreement is written in English and that English is the controlling language.

XII WAIVER

Any failure by either party to exercise its rights or any delay, forbearance or indulgence by either party in exercising any rights under this Agreement shall not operate as a waiver of that right or preclude its exercise at any subsequent time or on any subsequent occasion.

XIII IDEAS, INVENTIONS AND INTELLECTUAL PROPERTY

1. You agree and recognize and agree that all ideas, inventions, enhancements, plans, writings, Intellectual Property, and other developments or improvements (the "Inventions") conceived by you, alone or with others, during the term of your employment, whether or not during working hours, that are within the scope of the Company's business operations or that relate to any of the Company's work or projects, are the sole and exclusive property of the Company. You further agree that (1) You will promptly disclose all Inventions to the Company and hereby assign to the Company all present and future rights You may have in those Inventions, including without limitation those relating to patent, copyright, trademark or trade secrets. At the request of and without charge to the Company (except for any associated, reasonable and out-of-pocket expenses of yours which Company will pay), You will do all things deemed by the Company to be reasonably necessary to perfect the title to the Inventions in the Company and to assist in obtaining for the Company such patents, copyrights or other protection as may be provided under law and desired by the Company, including but not limited to executing and signing any and all relevant applications, assignments or other instruments.

2. Notwithstanding the foregoing, the Company hereby notifies You that the provisions of this Section shall not apply to any Inventions for which no equipment, supplies, facility or trade secret information of the Company was used and which were developed entirely by You in your own time, unless (1) the Invention relates to (i) to the business of the Company, or (ii) to actual or demonstrably anticipated research or development of the Company, or (2) the Invention results from any work performed by You for the Company.

XIV NONDISPARAGEMENT

During or after termination of your employment, You will not disparage, denigrate or defame or take any action that is injurious to the interest of the Company, its products or services.

XV UNDERTAKING

You represent and warrant to the Company that there is no other employment contract or any other contractual obligation to which You are subject, which prevents You from entering into this Agreement or from performing your duties under this Agreement.

XVI INDEMNIFICATION

1. You agree to indemnify and keep the Company indemnified against all losses, claims, injury, damage, costs and expenses that the Company may suffer or incur as a result of or in connection with -

i. any falsity whether already known or discovered at any time in the future, of any of the statements, acknowledgement, representations and warranties made by You in this Agreement; or ii. any breach or non-compliance by You of any

term of this Agreement; or

iii. any default, breach, non-compliance or irregularity of any nature whatsoever that may be committed by You; or

iv. Any liability of the Company towards any third party including any government or statutory authority attributable to any past action or default on your part as an executive of the Company.

XVII NOTICES:

All notices reports and communications permitted or required by this Agreement shall be in writing, and shall be deemed to have been given on the date of delivery under endorsement or by registered post. The addresses on the signing page of this Agreement or any other address notified in the Company's book shall be the address for the said purpose.

XVIII MODIFICATION

The terms of employment contained herein may only be modified by a written instrument executed by the Company and You.

XIX COUNTERPARTS

Company and You agree that there will be two original copies of this Agreement, one to be kept, as a matter of record with the Company and one to be kept as a matter of record with You.

Annexure I

Components	Monthly	Annual
	Amount in Indian Rupees	
Basic	6,744	80,933
HRA	2,833	33,992
FEP	8,452	1,01,419
Sub Total (A) -	**18,029**	**2,16,344**
Other Benefits	Amount in Indian Rupees	
Provident Fund (employer contribution)	1,800	21,600
***Insurance**	600	7,200
****Performance Bonus**	-	-
***Gratuity**	405	4,856
Sub Total (B)	**2,805**	**33,656**
Total	**25,833**	**3,00,000**

* Insurance covers Group Personal Accident, Group Life and Hospitaliza tion.

**As per gratuity laws

***You would be eligible for Performance Bonus based on your performance vis-à-vis the objectives/tasks assigned to you, the performance of your group/function and the organization's performance.

Annexure II

Monthly Salary Breakdown Before TDS:

Earnings			Deductions	
Basic Salary	6,744		P.F.	1800
HRA	2,833		P.T.	200
FEP	8,452		*TDS	
			LOP	0
			Others	0
Total	20028.667		Total	2000
TDS will be applicable as per the rules				
		Net Pay		18029

Our mission is to ***"Partner with our customers to deliver innovative and cost effective solutions and create Excellence by providing Opportunities to people through well-defined Processes and progressive Learning in an Exuberant environment."***

Dear Sneha Jaiswal ,

When you put them all together, you get the word **'PEOPLE'**. We live and we work by these principles which are the very foundation of our company and the basis of our rapid growth.

Acuvate Software is a leading global provider of innovative business solutions, consulting, and outsourcing services. We help our customers in their digital transformation journey by collaborating with their teams across the globe. We currently have out offices and operations in India , London, Amsterdam, New York and Dubai.

We at Acuvate offer a wide spectrum of services that help customers improve their business efficiency through Artificial Intelligence, Business Process Innovation, Business Intelligence, Portals and Collaboration Management Solutions, Application Development and Infrastructure Support. Acuvate offers a rich value proposition to its clients by using the right technology in the right way. Our industry focused solutions provide organizations with intelligence for their digital transformation. We embrace this journey, striving to remain the trusted partner that delivers digital empowerment to our clients worldwide

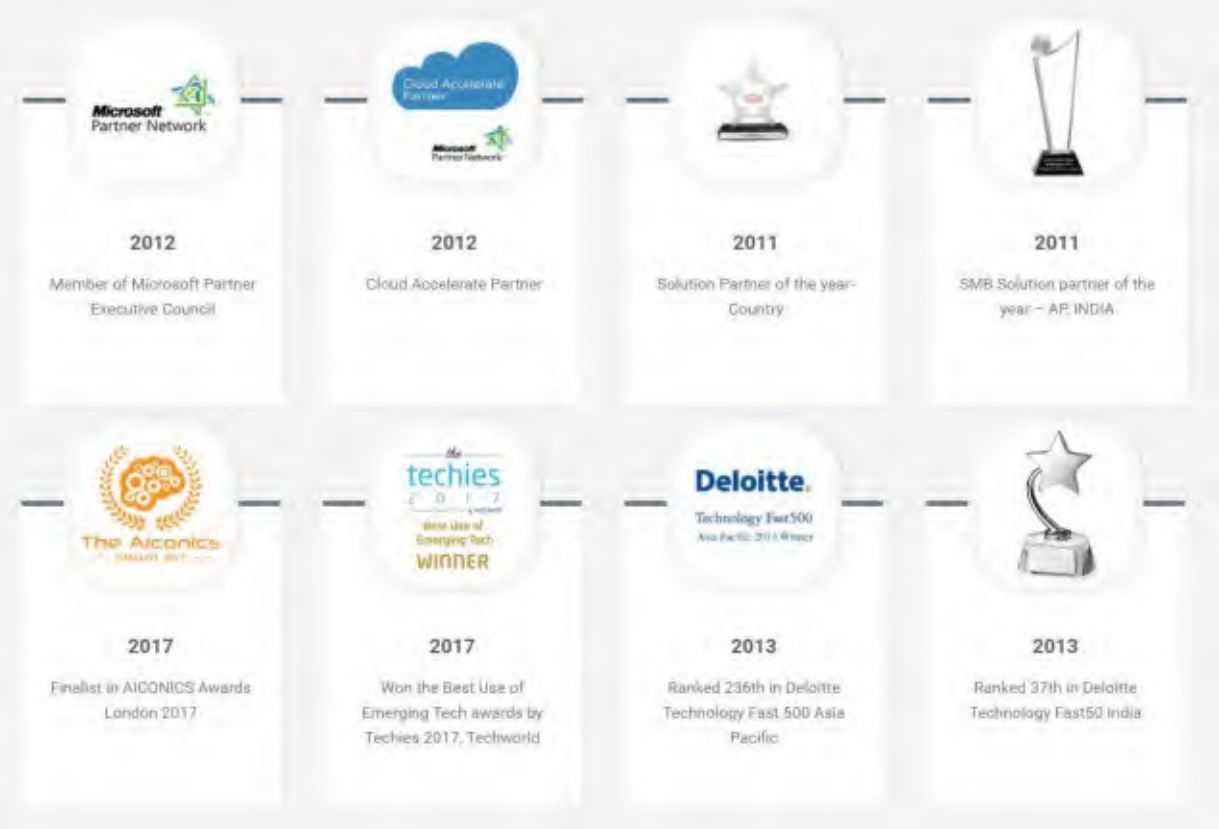
Acuvate seeks to employ people with skill, integrity and enthusiasm, and to provide them with the means to develop professionally, without any form of discrimination, and in accordance with applicable national, state or local law.

At Acuvate, we believe that our success as a professional services organization requires that we maintain a rich diversity of people able to render services with exceptional quality, excellence and commitment.

We emphasize on achieving Higher Productivity, Rich Customer Experience and Enhanced Employee Satisfaction through our focused efforts. Our accolades and success stories are available on www.acuvate.com.

Our Offerings

AWARDS:



CLIENTS :

13+ Years in the industry	130+ Clients	28+ Enterprise AI Digital Agents Implemented	300+ SharePoint Implementations	70+ BI & Analytics Implementations	300+ Devs, Architects, UI/UX

Benefits :

1) **Compensation and benefits**
    a. Insurance
    b. Earned leaves
        i. - Maternity/Paternity
    c. Public Holidays as per industry norms.
2) **Trainings Programs and initiatives**
    a. Technical Trainings to keep you posted with the industry trends
    b. Behavioural Training to develop your personality as a professional
    c. Leadership Training to build leaders.
3) **Rewards and recognition.**
    a. Monthly reward program that fosters discretionary effort
    b. SPOT Awards
    c. Most coveted award is our ‘Employee of the quarter’
    d. Business Impact Award
    e. Customer appreciations, etc
4) **Operating values**

    a. Delighting customers.
    b. Building talent capability.
    c. CSR
    d. Fun@work Acuvate premier league and the annual day outing. e. Agility

EMPLOYMENT AGREEMENT CLAUSES

The Company Employs You, as a **"Software Engineer - Trainee"** and You accept employment with the Company on the terms and conditions set forth in this Employment Agreement (the "Agreement")

I EMPLOYMENT TERMS AND DUTIES

1. Your Employment shall begin on **14th June 2021** and shall end on the date of termination pursuant to Section VI of this Agreement.

2. During your employment with the Company, You will devote your entire and undivided business time (9 hours), attention, effort, skill, care and energy to the business of the Company. You shall perform your duties faithfully, intelligently, to the best of your ability, and in the best interest of the Company.

3. Your reporting manager shall from time to time explain you your objectives and responsibilities and other details of your employment. You will accept and shall abide by all lawful and reasonable instructions issued by any of your superiors. You shall perform your duties at such place or places, as the Company shall reasonably designate. Your performance will be measured from time to time and will be awarded as per the existing appraisal process.

4. In performing such duties, You shall be subject to the direction and control of your immediate Seniors and the Board of Directors and CEO of the Company.

5. The employment relationship shall also be governed by the general employment policies and practices of the Company, rules framed from time to time and contained in the employee manual, except that when the terms of this Agreement differ from or are in conflict with the Company's general employment policies or practices, this Agreement shall prevail. You will also be bound by the Rules, Regulations and office orders in force and framed by the Company from time to time in relation to your service conditions, which will form part of your terms of employment.

6. We work five days a week, Monday through Friday. The Company will have its normal business hours from 10:00 hrs to 19:00 hrs with a lunch break. Since we cater to global clients that may operate on a 24 x 7 basis, You may be required to work at non-standard hours; your work timing would be intimated by your manager. You shall provide details regarding the utilization of your time by entering the same into timesheets or as prescribed by your manager of HR.

II COMPENSATION AND BENEFITS

You will be entitled to remuneration of as mentioned in "Annexure I" in accordance with

Company's customary payroll procedures. The job title, duties and compensation may be adjusted from time to time as the Company may determine, in its sole discretion.

i. Bonus(if applicable) is paid annually and the payout is a determined based on individual and the organizations performance.

ii. PF contribution and gratuity will be paid as per the existing statutory norms.

III PROBATION

1. Your appointment will be on probation for a period of 6 months (Six Months) [hereinafter called the **"Probation Period"**]. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the probation period will be deemed to have been extended until the company advising you of confirmation in your appointment or notifying you otherwise.

2. The Company may terminate your employment by a written notice at any time during or at the end of the probation period without assigning any reason for such termination.

3. The company and You agree to a mutual notice period of 15 days while on probation.

4. The company follows a confirmation process that measures skill and ability. Upon satisfactory performance, if the employee meets expectations (3 rating) it is a deemed as a confirmed full time employment.

V PROTECTION OF CONFIDENTIAL INFORMATION

1. **You are required to sign a separate Confidentiality / Non Disclosure Agreement as a condition of employment.**

i. You will not at any time use or disclose to anyone other than authorized officers of the Company, information or knowledge relating to the Company's business or any Company proprietary information, technical data, trade secrets or know- how, including but not limited to research, product plans, products, services, customers name and customers identity, markets, software, developments, inventions, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, financial, administrative and or organization matters or any transaction or affairs of the Company, of confidential nature obtained by You while in the employment of the Company.

ii. You shall also not disclose any such confidential information as mentioned above pertaining to the Company, which shall not be generally known to the public or recognized as standard practices and on leaving the Company, shall not take with yourself any charts, confidential data or materials belonging to the Company without its consent.

iii. All records, notes, compilations, or other recorded matter, and copies or reproductions thereof, relating to the Company's operations, activities, or business, made or received by You during any period of employment with the Company are and shall be the property of the Company exclusively, and You shall surrender the same at the time of your resignation or termination of employment.

V ACTIVITIES OUTSIDE THE SCOPE OF EMPLOYMENT

Except with the prior written consent of the Company, You will not during the employment with the Company undertake or engage in any other employment, occupation or business enterprise. You may engage in civic and not-for-profit activities under intimation to the Company so long as such activities do not materially interfere with the performance of your duties hereunder.

1. Except as permitted under clause 2 below, You agree not to acquire, assume or participate in, directly or indirectly, any position, investment or interest known by You or You have means to know to be adverse or antagonistic to the Company, its business or prospects, financial or otherwise.

2. During the term of your employment with the Company, except on behalf of the Company, You will not directly or indirectly, whether as an officer, director, stockholder, partner, proprietor, associate,

representative, consultant, or in any capacity whatsoever engage in, become financially interested in, be employed by or have any business connection with any other person, corporation, firm, partnership or other entity whatsoever which were known by You or You have means to know, to compete directly with the Company, throughout the world, in any line of business engaged in (or planned to be engaged in) by the Company; provided, however, that anything above to the contrary notwithstanding, You may own, as a passive investor, securities of any competitor corporation, so long as your direct holdings (held by You and your relatives) in any such corporation / its subsidiaries / affiliates etc. shall not in the aggregate constitute more than 1% of the voting stock of such corporation. For the purposes of clarity, the corporations/its subsidiaries/affiliates etc. should not be any competitors of the company in any manner.

VI TERMINATION

1. You may terminate this employment by giving 90 days prior notice or salary in lieu thereof based upon mutual consent between You and the Company.

2. The Company shall have the right to terminate your employment with the Company at any time with a prior notice of 60 days.

3. Your employment may be terminated by the Company for cause pursuant to conducting a disciplinary procedure. The disciplinary proceedings will be conducted, including but not limited to on the occurrence of any one of the following events:

   i. If You willfully fail or refuse to comply, in a material manner, with the policies, standards, and regulations of the Company following written notice of breach and a reasonable opportunity to cure;

   ii. If you fail to perform the tasks given to you with the desired quality.

   iii. You engage in fraud, dishonesty, or any other act of misconduct in the performance of your duties on behalf of the Company;

   iv. You fail to perform any material provisions of this Agreement to be performed by You provided however, that if such breach can be cured, You will receive reasonable, written notice of breach and a reasonable opportunity to cure such breach;

Further details on the disciplinary procedure may be availed from the Human resources Department.

Without prejudice to other remedies that may be available under the applicable laws, to the Company against You, in case of termination in accordance with clause 3 of section V above, the Company shall not have any further liability to you other than for remuneration, allowances and prerequisites that have accrued prior to the effective date of termination of employment.

VII RESTRICTIVE COVENANTS

1. RETURN OF ASSETS AND INFORMATION:

You agree that if your employment is terminated, You will immediately and without request deliver to the Company any and all physical assets entrusted to You by the Company and any and all records and papers and all matters of whatever nature which contain the Company information.

2. NON-COMPETETION; NON-SOLICITATION:

i. You state that after termination of your employment and for 24 months there after You will not become a proprietor, partner, shareholder, employee, officer, director, distributor, channel partner, dealer or stockist of or to a corporation, a partnership firm or any other business entity whose products or services directly compete with Company's products or services. The restrictions contained in this section shall apply whether or not You accept any form of compensation from such competing businesses.

ii. You also agree that:

a. After termination of your employment with the Company and 24 months there after, You will not encourage or induce any of Company's employee, director or officer to breach any of their respective contract of employment or other contract with the Company and You will not entice, solicit, hire, recruit or employ any

Company's employee, director or officer. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

b. After termination of your employment with the Company and 24 months there after , You will not encourage or induce any of Company's customer, channel partner, distributor, stockist, agent, representative, dealer, client to breach their respective contract with the Company and You will not entice or solicit, any Company customer, channel partner, distributor, stockist, agent, representative, dealer or client. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

iii. Company and You acknowledge and agree that You will acquire knowledge and information concerning the business of the Company and its affiliates as a result of employment. The Company and You further acknowledge and agree that the scope of business in which the Company is engaged is very competitive and is one in which few companies successfully compete. Competition by You after having had access to the

Company's Information in any aspect of Company's business after the employment is terminated would severely injure the Company due to the intimate knowledge in this narrow field that the Company has disclosed to You. No obligations herein shall be construed to prevent You from exercising your acquired general skills after the termination of the employment, except as applied to specific Company information.

iv. You acknowledge and admit that the restrictions contained in this section VI are appropriate and necessary for the protection of the business and goodwill of the Company and are considered by You to be reasonable for such purpose.

VIII RESOLUTION OF DISPUTES & REMEDIES

1. In the event of any dispute or difference in any way or manner arising out of, in relation to or in connection with this Agreement, the same shall be decided by arbitration in accordance with the Arbitration and Conciliation Act, 1996 The Arbitration proceedings shall be conducted in English language. The venue of the Arbitration shall be at Hyderabad.

2. If You violate the undertakings of 'Confidentiality' and 'No to Compete' clauses for any reason, You acknowledge that the damage resulting there from will be immediate and continuing and therefore agree to any injunctive relief the Company may seek with respect thereto and that the same is necessary and proper.

3. Nothing in this Agreement shall limit the rights or remedies of the Company arising directly or indirectly from such breach and/or competitive employment including, without limitation, claims based upon breach of fiduciary duty, misappropriation, and theft of confidential Information and/ or tortuous interference with contract. Further, You agree to compensate the Company for Company's costs and expenses, including attorneys' fees, incurred as a result of any such violation by You.

IX SEVERABILITY

The Company and You agree that if any part of this Agreement shall be found to be invalid, illegal or unenforceable by the courts or law of India then that part shall not affect any of the other part of this Agreement and this Agreement shall be construed as if such invalid, illegal or unenforceable part had never been contained herein.

X ASSIGNABILITY

If the Company and You agree to transfer You to another of the Company affiliate, then this Agreement shall be automatically assigned to that affiliate. This Agreement shall inure to the benefit of any assignee of the Company and You specifically agree to execute on demand all necessary documents in connection therewith.

XI GOVERNING LAW

It is understood and agreed by the Company and You that this Agreement shall be interpreted and governed by the laws of India irrespective of the place of execution or the place or places of performance. The Company and You further acknowledge that this Agreement is written in English and that English is the controlling language.

XII WAIVER

Any failure by either party to exercise its rights or any delay, forbearance or indulgence by either party in exercising any rights under this Agreement shall not operate as a waiver of that right or preclude its exercise at any subsequent time or on any subsequent occasion.

XIII IDEAS, INVENTIONS AND INTELLECTUAL PROPERTY

1. You agree and recognize and agree that all ideas, inventions, enhancements, plans, writings, Intellectual Property, and other developments or improvements (the "Inventions") conceived by you, alone or with others, during the term of your employment, whether or not during working hours, that are within the scope of the Company's business operations or that relate to any of the Company's work or projects, are the sole and exclusive property of the Company. You further agree that (1) You will promptly disclose all Inventions to the Company and hereby assign to the Company all present and future rights You may have in those Inventions, including without limitation those relating to patent, copyright, trademark or trade secrets. At the request of and without charge to the Company (except for any associated, reasonable and out-of-pocket expenses of yours which Company will pay), You will do all things deemed by the Company to be reasonably necessary to perfect the title to the Inventions in the Company and to assist in obtaining for the Company such patents, copyrights or other protection as may be provided under law and desired by the Company, including but not limited to executing and signing any and all relevant applications, assignments or other instruments.

2. Notwithstanding the foregoing, the Company hereby notifies You that the provisions of this Section shall not apply to any Inventions for which no equipment, supplies, facility or trade secret information of the Company was used and which were developed entirely by You in your own time, unless (1) the Invention relates to (i) to the business of the Company, or (ii) to actual or demonstrably anticipated research or development of the Company, or (2) the Invention results from any work performed by You for the Company.

XIV NONDISPARAGEMENT

During or after termination of your employment, You will not disparage, denigrate or defame or take any action that is injurious to the interest of the Company, its products or services.

XV UNDERTAKING

You represent and warrant to the Company that there is no other employment contract or any other contractual obligation to which You are subject, which prevents You from entering into this Agreement or from performing your duties under this Agreement.

XVI INDEMNIFICATION

1. You agree to indemnify and keep the Company indemnified against all losses, claims, injury, damage, costs and expenses that the Company may suffer or incur as a result of or in connection with -

i. any falsity whether already known or discovered at any time in the future, of any of the statements, acknowledgement, representations and warranties made by You in this Agreement; or ii. any breach or non-compliance by You of any

term of this Agreement; or

iii. any default, breach, non-compliance or irregularity of any nature whatsoever that may be committed by You; or

iv. Any liability of the Company towards any third party including any government or statutory authority attributable to any past action or default on your part as an executive of the Company.

XVII NOTICES:

All notices reports and communications permitted or required by this Agreement shall be in writing, and shall be deemed to have been given on the date of delivery under endorsement or by registered post. The addresses on the signing page of this Agreement or any other address notified in the Company's book shall be the address for the said purpose.

XVIII MODIFICATION

The terms of employment contained herein may only be modified by a written instrument executed by the Company and You.

XIX COUNTERPARTS

Company and You agree that there will be two original copies of this Agreement, one to be kept, as a matter of record with the Company and one to be kept as a matter of record with You.

Annexure I

Components	Monthly	Annual
	Amount in Indian Rupees	
Basic	6,744	80,933
HRA	2,833	33,992
FEP	8,452	1,01,419
Sub Total (A) -	**18,029**	**2,16,344**
Other Benefits	Amount in Indian Rupees	
Provident Fund (employer contribution)	1,800	21,600
***Insurance**	600	7,200
****Performance Bonus**	-	-
***Gratuity**	405	4,856
Sub Total (B)	**2,805**	**33,656**
Total	**25,833**	**3,00,000**

* Insurance covers Group Personal Accident, Group Life and Hospitaliza tion.

**As per gratuity laws

***You would be eligible for Performance Bonus based on your performance vis-à-vis the objectives/tasks assigned to you, the performance of your group/function and the organization's performance.

Annexure II

Monthly Salary Breakdown Before TDS:

Earnings			Deductions	
Basic Salary	6,744		P.F.	1800
HRA	2,833		P.T.	200
FEP	8,452		*TDS	
			LOP	0
			Others	0
Total	20028.667		Total	2000
TDS will be applicable as per the rules				
		Net Pay		18029

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **AD CHRISTINA ANNI**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

ADIL PS

Dear **ADIL PS**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

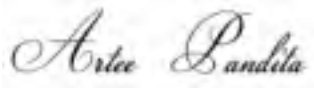
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Agam Srivasrava,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Akask Bharadwaj K,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Arunkumar M,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Ashutosh Kumar,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Caleb S,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Dinesh T,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Kibriya Taranum,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Masera Hinaz,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Nithya Shree M,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Priya Mazymder,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Simran Raman,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

AGROCORP™
WE GROW OPPORTUNITIES
(An ISO 9001:2008 & 14001:2004 Certified Company)

19/7/2021

Dear Abdullah Uzair Akhtar,

This letter is to offer you a position with our Company. It is with great pleasure that we offer you the position of **Business Development Executive**. You will be based in Bangalore and report to Mr. Saummay Sinha (AGM - Sales). Your place of work will be “90, Bellary Road, Bangalore”. Based on your capabilities and accomplishments, I believe that your talents will not only benefit the company but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be **300000** (Rs Three lakh fifty thousand only) per annum (CTC). Your compensation will also include Casual, Sick and Privilege leave and other benefits as per corporate policy. In addition to your CTC, you will be subject to an annual bonus based on your performance review.

I am anticipating that you will accept this offer,Upon joining you will be required to sign an “Employment Agreement Bond” and detailed CTC. You arealso required to submit the following documents by email upon acceptance of this offer.

a. PAN Card
b. Aadhar card
c. Two passport sized photographs.(Upon Reporting)
d. Educational documents
e. Last two employment documents,if applicable

You will be on probation/training for a period of 3 months from the date of your joining. Your services will be confirmed in writing after successful completion of your probation period.The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by confirming on the same email.

Sincerely:

For Agrocorp Landbase Pvt Ltd:

Authorised Signatory
Mr Sumit Kumar

I accept this action as outlined above and confirm that my start date is:

Signature:

Name:

Date:

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Aishwarya G R

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

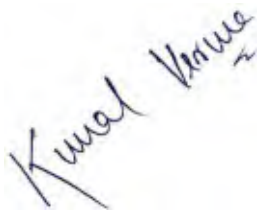
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Aishwarya K**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Akanksha Vishwanath Das,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

Das Akanksha Vishwanath

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Offer: Computer Consultancy
Ref: TCS/DT20218279519/Bangalore
Date: 11/9/2021

Dear Akash Francis Joseph,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

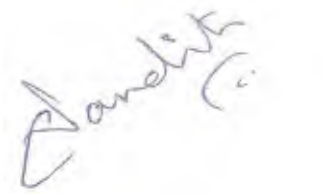
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Akash Francis Joseph**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

AKASH S
Chennai

Dear AKASH S

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable

law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include

transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

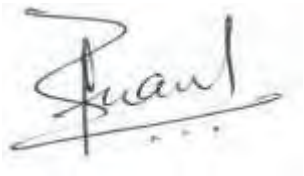
Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:*30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -**
   Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

AKHILA D
Chennai

Dear AKHILA D

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable

law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include

transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

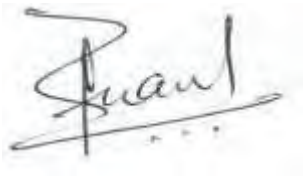
Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:*30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -**
   Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

OFFER LETTER

Dear AKILESH S PRABHU,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Dear Akshatha G

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 380000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- AKSHAY.V

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

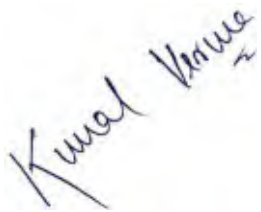
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Alacer Systems & Technology Pvt Ltd.
Embassy TechVillage, WeWork
Devarabisanahalli, Outer Ring Rd, Bellandur
Bengaluru, KA 560103
ind@alacergroup.com
+91- 80 37098035

Date: 3rd February, 2021

Dear Mr. Anton Anubhav Rajan
CMR University

Congratulations!

Subsequent to the technical interview you had with us, we are pleased to inform you that you have successfully completed the interview process and we are pleased to offer you **Software Developer Engineer Trainee – (SDE-T)** role in our organization as per the following terms and conditions.

Your starting date will be March 1st, 2021 with an annual salary of **Rs. 7,00,000** (Seven Lakhs)payable monthly.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding.

Following the initial probationary period (Six months), a progression and performance review will be conducted on a monthly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

A formal appointment letter would be handed over to you within 30 days of joining (subject to successful completion of your background check and drug test).

Please confirm your acceptance to this offer by signing below, together Non-Disclosure and Non-Compete, and returning all signed copies to us on or before **February 4th, 2021**. Please note there is background authorization form is also attached, please fill, and sign it accordingly as well.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Alacer Systems & Technology Pvt Ltd.
Embassy TechVillage, WeWork
Devarabisanahalli, Outer Ring Rd, Bellandur
Bengaluru, KA 560103
ind@alacergroup.com
+91- 80 37098035

Please provide below documents before your joining day.

1. 2 Passport size photographs (Digital format)
2. PAN Card
3. Address proof (Either of the following: Electricity bill, Aadhar Card, Driving License, Passport)
4. Reliving Certificate from the past employer
5. Relevant work experience certificates from past employers
6. Last 3 pay slips
7. Your educational certificates

Note- Each document should have a visible scan and should be self-attested.

Sincerely,

Garima Shukla
Director - Human Resources
Alacer Systems and Technology Pvt. Ltd.
ind@alacergroup.com
www.alacergroup.com

With the signature below, I accept this offer for employment.

Name _____ Date _____

OFFER LETTER

Dear Alumary Francis,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Ameem Azhar,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

TeamLease™
Putting India to Work

AMITH S N

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

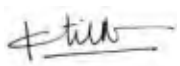
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

AMOL GUTTAL

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

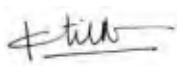
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

OFFER LETTER

Dear AMRENDRA KUMAR,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

flocareer

AMRUTHA R

Dear **AMRUTHA R**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

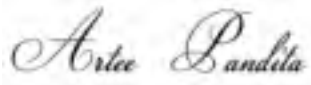
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

Dear Amulya Kathasagaram

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 380000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Amulya M,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

flocareer

ANAND V MENON

Dear **ANAND V MENON**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

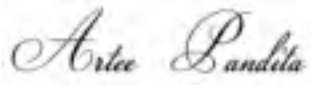
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

ANDREW LAWRENCE EDWIN YORKE

Dear **ANDREW LAWRENCE EDWIN YORKE**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

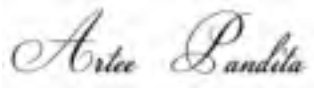
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

OFFER LETTER

Dear Andriya John,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

flocareer

ANGELINA SUSAN MADHU

Dear **ANGELINA SUSAN MADHU**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

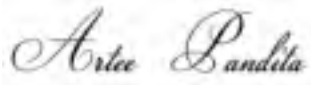
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

flocareer

ANKITH R.

Dear **ANKITH R.**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

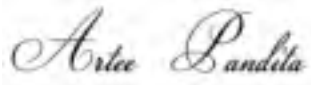
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

OFFER LETTER

Dear Ankitha,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

flocareer

ANKKITH A K

Dear **ANKKITH A K**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

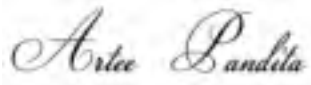
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

Letter of Intent

Date: 2nd February 2021

Dear Kavyashree K ,

We would like to inform you that you have moved to the final stage of our selection process. The final appointment will be based on actual business requirement across different lines of services. Your details of association will be as under:

Level & Designation: A1, Analyst

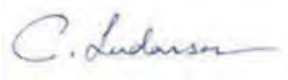
Location: Bangalore

Compensation: 3,00,000 Annual CTC

Joining timeline: August 2023 (Basis exam results)

We will let you know the next steps. In case of any queries, please reach out to Krishna.r@axa-abs.co.in

Your employment with Annalect is subject to you clearing the Background Verification process and your final exam.



Best Regards

Sudarsan C

Lead-Talent Acquisition
Annalect

Letter of Intent

Date: 2nd February 2021

Dear Keerthish B M,

We would like to inform you that you have moved to the final stage of our selection process. The final appointment will be based on actual business requirement across different lines of services. Your details of association will be as under:

Level & Designation: A1, Analyst

Location: Bangalore

Compensation: 3,00,000 Annual CTC

Joining timeline: August 2021 (Basis exam results)

We will let you know the next steps. In case of any queries, please reach out to Krishna.r@annalect-abs.co.in

Your employment with Annalect is subject to you clearing the Background Verification process and your final exam.

Best Regards

Sudarsan C

Lead-Talent Acquisition
Annalect

Letter of Intent

Date: 2nd February 2021

Dear Krishna Pratap Singh R,

We would like to inform you that you have moved to the final stage of our selection process. The final appointment will be based on actual business requirement across different lines of services. Your details of association will be as under:

Level & Designation: A1, Analyst

Location: Bangalore

Compensation: 3,00,000 Annual CTC

Joining timeline: August 2021 (Basis exam results)

We will let you know the next steps. In case of any queries, please reach out to Krishna.r@annalect-abs.co.in

Your employment with Annalect is subject to you clearing the Background Verification process and your final exam.

Best Regards

Sudarsan C

Lead-Talent Acquisition
Annalect

Letter of Intent

Date: 2nd February 2021

Dear Kushitha N,

We would like to inform you that you have moved to the final stage of our selection process. The final appointment will be based on actual business requirement across different lines of services. Your details of association will be as under:

Level & Designation: A1, Analyst

Location: Bangalore

Compensation: 3,00,000 Annual CTC

Joining timeline: August 2021 (Basis exam results)

We will let you know the next steps. In case of any queries, please reach out to Krishna.r@annalect-abs.co.in

Your employment with Annalect is subject to you clearing the Background Verification process and your final exam.

Best Regards

Sudarsan C

Lead-Talent Acquisition
Annalect

Letter of Intent

Date: 2nd February 2021

Dear LAKSHMI A L,

We would like to inform you that you have moved to the final stage of our selection process. The final appointment will be based on actual business requirement across different lines of services. Your details of association will be as under:

Level & Designation: A1, Analyst

Location: Bangalore

Compensation: 3,00,000 Annual CTC

Joining timeline: August 2021 (Basis exam results)

We will let you know the next steps. In case of any queries, please reach out to Krishna.r@annalect-abs.co.in

Your employment with Annalect is subject to you clearing the Background Verification process and your final exam.

Best Regards

Sudarsan C

Lead-Talent Acquisition
Annalect

Letter of Intent

Date: 2nd February 2021

Dear Lavanya C,

We would like to inform you that you have moved to the final stage of our selection process. The final appointment will be based on actual business requirement across different lines of services. Your details of association will be as under:

Level & Designation: A1, Analyst

Location: Bangalore

Compensation: 3,00,000 Annual CTC

Joining timeline: August 2021 (Basis exam results)

We will let you know the next steps. In case of any queries, please reach out to Krishna.r@annalect-abs.co.in

Your employment with Annalect is subject to you clearing the Background Verification process and your final exam.

Best Regards

Sudarsan C

Lead-Talent Acquisition
Annalect

Offer: Computer Consultancy
Ref: TCS/DT20218279518/Bangalore
Date: 11/9/2021

Dear Anulekha M,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

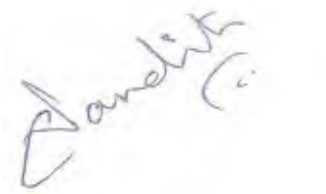
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Anulekha M**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

ANUSHA N
Chennai

Dear ANUSHA N

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

ANUSHKA GUPTA
Chennai

Dear ANUSHKA GUPTA

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Offer: Computer Consultancy
Ref: TCS/DT20218279515/Bangalore
Date: 11/9/2021

Dear Anusri Chaurasis,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

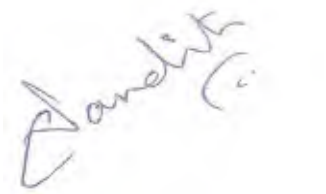
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Anusri Chaurasis**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Required fields are marked with an asterisk.

Agreement

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear MEGHANA B K

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear MEGHANA B K,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and • then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

Required fields are marked with an asterisk.

Agreement

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear HARSHITH P

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear HARSHITH P,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and • then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

Required fields are marked with an asterisk.

Agreement

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear HEMANTH PRAKASH

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear HEMANTH PRAKASH,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and • then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

Required fields are marked with an asterisk.

Agreement

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear KAMRAN RAHMAN

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear KAMRAN RAHMAN,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and • then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

Required fields are marked with an asterisk.

Agreement

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear KARTHIK B G

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear KARTHIK B G,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and • then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear KASONGO WA UMBA CECILE

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear KASONGO WA UMBA CECILE,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and • then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

Required fields are marked with an asterisk.

Agreement

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear KEVIN CHRISTOPHER RAJ S

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear KEVIN CHRISTOPHER RAJ S,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and • then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

Required fields are marked with an asterisk.

Agreement

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear MOHAMMED ASAD IMRAN

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear MOHAMMED ASAD IMRAN,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and • then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

Required fields are marked with an asterisk.

Agreement

Offer of employment with ANZ

Confidential

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear MONISH P

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- photo identification including any two of your current PAN card, voters identification, drivers licence or passport • copies of all documents relating to your skills, experience and qualifications, as required by ANZ
- where applicable, copies of all visas you have to enable you to work in India

If this documentation is not provided prior to your commencement with ANZ, you may be asked to defer commencement until the documentation is produced. Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer. I look forward

to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

Dear MONISH P,

On behalf of ANZ, I am pleased to offer you the position of Fulfilment/Settlement Officer with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

(a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or

(b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or

(c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.
You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights. You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

(a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.

(b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your employment or your dependants'

information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Onboarding Centre using your unique logon username and password which you have created.

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- select the option below that will confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity; and
- then click on “Submit”.

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

Rita Newman

Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title Fulfilment/Settlement

Officer **Classification**

Officer Group 6.3

Reporting arrangements

Sunny M

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 280,000

HRA

- 72,000

Provident Fund (ANZ's Company Contribution)* •

41,600

Flexible Component •

94,400

Lunch Coupons (Sodexo) •

12,000

ESI Contribution **

- n/a

Total Employment Cost (TEC) •

440,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statue, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

(a) during your probation period; or
(b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter	**Email**
Punith Kumar G	kumarp31@ANZ.COM

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

*Response Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

*First Name (Please type your First Name as shown below under Printed Name)
******

*Last Name (Please type your Last Name as shown below under Printed Name)
******

PRINTED NAME

Date (captured upon submission)

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

We recommend that you print a copy of this offer for your personal records.

APOORVA H T
Chennai

Dear APOORVA H T

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable

law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include

transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

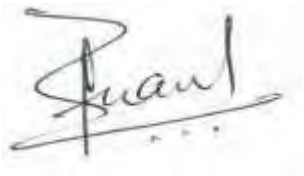
Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:*30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -**
   Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

ARAVIND P

Dear **ARAVIND P**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

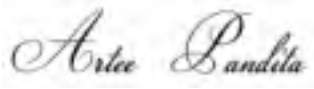
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

flocareer

ARCHANA M

Dear **ARCHANA M**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

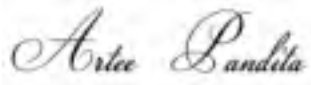
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

Offer: Computer Consultancy
Ref: TCS/DT20218279502/Bangalore
Date: 11/9/2021

Dear Archana V,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

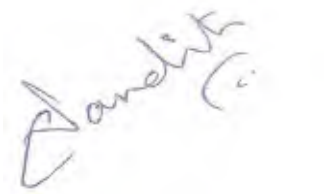
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Archana V**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCS/DT20218279508/Bangalore
Date: 11/9/2021

Dear Arfath Baig S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

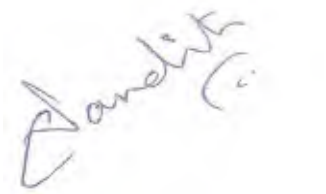
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Arfath Baig S**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

ARIVUDAI NAMBI AMMAIAZHAGAN KUNDALAKESI

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

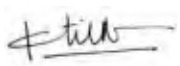
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **ARJUMANTH A.R**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483014/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

flocareer

ARPITHA R K

Dear **ARPITHA R K**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

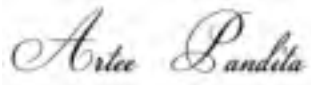
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

flocareer

ARUN KUMAR V

Dear **ARUN KUMAR V**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

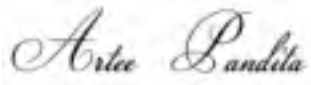
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

ASHA V
Chennai

Dear ASHA V

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable

law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include

transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

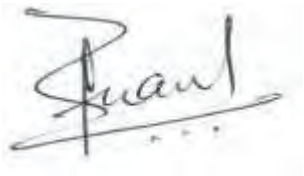
Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:*30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -**
   Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

OFFER LETTER

Dear Ashly Dinesh,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Ashok Kumar A

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

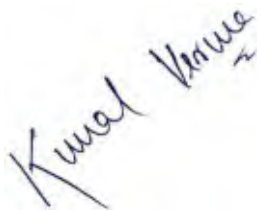
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Offer: Computer Consultancy
Ref: TCS/DT20218279514/Bangalore
Date: 11/9/2021

Dear Ashok Kumar R,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

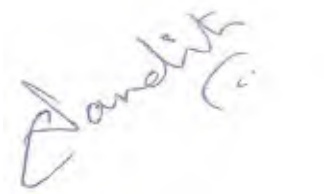
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Ashok Kumar R**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

OFFER LETTER

Dear ASHWINI K,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

flocareer

ASWIN K

Dear **ASWIN K**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

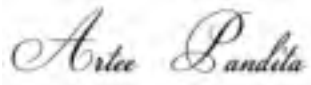
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

flocareer

ATEEQ KHAN

Dear **ATEEQ KHAN**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

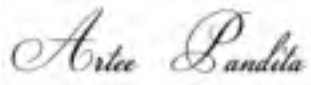
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

ATHMIYA H M
Chennai

Dear ATHMIYA H M

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable

law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include

transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

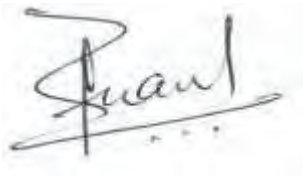
Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:*30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -**
   Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Offer: Computer Consultancy
Ref: TCS/DT20218279503/Bangalore
Date: 11/9/2021

Dear Avinash Kannan Kannan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

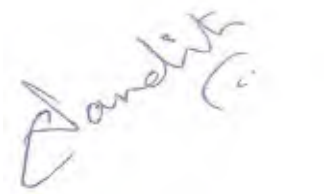
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Avinash Kannan Kannan**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dear AVINASH KANNAN M G

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 330000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

AYABA PRITHE MEKEU
Chennai

Dear AYABA PRITHE MEKEU

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable

law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include

transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

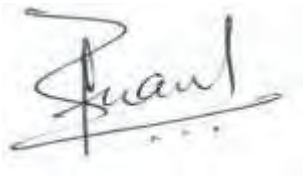
Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:*30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -**
   Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

AYESHA SIDDIQHA
Chennai

Dear AYESHA SIDDIQHA

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

BABITHA R
Chennai

Dear BABITHA R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

BABU D R
Chennai

Dear BABU D R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

BABU D R
Chennai

Dear BABU D R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable

law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include

transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

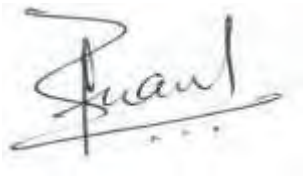
Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:*30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -**
   Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

OFFER LETTER

Dear BARKAM SHYAM PRASAD,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500001/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500001**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Bellamkonda Nagesh,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

BENADECT SAMUEL
Chennai

Dear BENADECT SAMUEL

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

flocareer

BHARATH BHUVAN M

Dear **BHARATH BHUVAN M**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

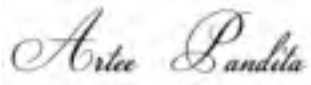
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Bharath G G**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Bharath G

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

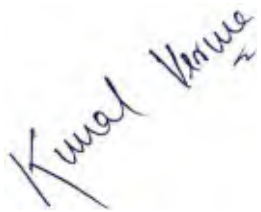
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

flocareer

BHARATH SINGH P

Dear **BHARATH SINGH P**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

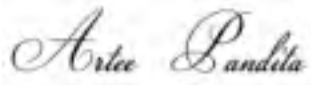
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Bharath V

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

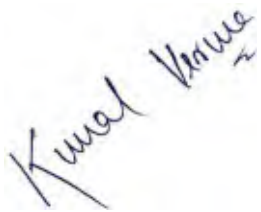
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **BHARATHI R**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483015/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- BHAVANA A

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

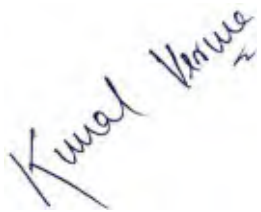
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

flocareer

BHAVANISH S NAIR

Dear **BHAVANISH S NAIR**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

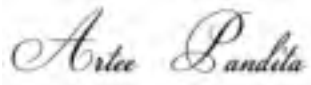
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

OFFER LETTER

Dear BHAVATHARANI R V,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500003/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500003**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear Bhavatharani RV,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Bhumika K**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

flocareer

BHUPATHI R

Dear **BHUPATHI R**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

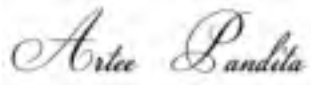
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

OFFER LETTER

Dear BHUVANA S,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500004/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500004**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

flocareer

BHUVANESHWARI S

Dear **BHUVANESHWARI S**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

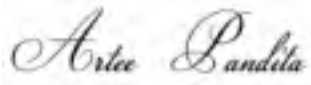
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Bibek Singgh,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Bibek Singh

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

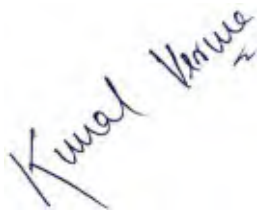
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Binay Prasad

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

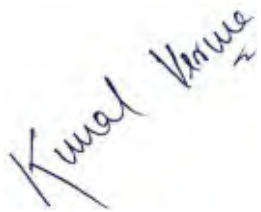
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Offer: Computer Consultancy
Ref: TCS/DT20218279512/Bangalore
Date: 11/9/2021

Dear Bindu D N,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

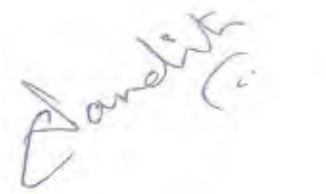
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Bindu D N**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dear **ESSAM ABDUL RAZACK**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **GAURAV V**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **GITANJALI B**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **HARI GOKUL S**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **IMAN KHAN**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **INAMULLA KHAN**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **JAYANTH T S**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **KALYAN KUMAR P**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **KEERTHANA CHANDRA SHEKAR**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **KIRAN H M**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **LAVANYA U**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **MANOHAR M**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **MUIZ AHMED**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **G NAMRATHA**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear Nithin D

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 800000**Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **PADMA J**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **PARAG DESHPANDE**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **POOJA M**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **POOJA JENNIFER E**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **K SRIDHAR PATRA**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Robert Bosch, Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 450000**. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Robert Bosch is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Robert Bosch Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance.

We once again like to congratulate you on your selection and welcome you to Robert Bosch BusinessServices India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Robert Bosch

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

flocareer

BRUNDHA R

Dear **BRUNDHA R**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

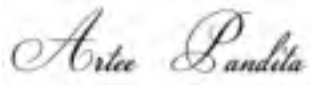
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

Das Mohd Adil

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Das AKIL HARI

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Das Akansha,

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Das NANDIRA

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Das RANJITH

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Das Taskeen

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Dear C S Ganapathy

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 380000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1045062

Letter of Intent ("LOI")

Dear KATHASAGARAM AMULYA,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1045061**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1045061**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1045061**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

KATHASAGARAM
AMULYA
Associate and A3

You will be under probation for six (6) months from yourdate of joining Capgemini. During this period,your all-inclusive annual target compensation (on a cost to company basis) will be**INR 5,75,000/- (Rupees Five Lakh Seventy-Five Thousand only). Subsequent to your successful completion of trainingand probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at INR 5,75,000/- (Rupees Five Lakh Seventy-Five Thousand only).** On completion of 1 yearof service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**
Based on your Date of Joining, your compensation shall bepaid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1045063

Letter of Intent ("LOI")

Dear KIRSTEN CLAVER ALPHONSUS,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1045061**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1045061**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1045061**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

KIRSTEN CLAVER
ALPHONSUS
Associate and A3

You will be under probation for six (6) months from yourdate of joining Capgemini. During this period,your all-inclusive annual target compensation (on a cost to company basis) will be**INR 5,75,000/- (Rupees Five Lakh Seventy-Five Thousand only). Subsequent to your successful completion of trainingand probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at INR 5,75,000/- (Rupees Five Lakh Seventy-Five Thousand only).** On completion of 1 yearof service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**
Based on your Date of Joining, your compensation shall bepaid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1045064

Letter of Intent ("LOI")

Dear KUSHAL GOWDA C P,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1045061**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1045061**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1045061**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

KUSHAL GOWDA C P
Associate and A3

You will be under probation for six (6) months from yourdate of joining Capgemini. During this period,your all-inclusive annual target compensation (on a cost to company basis) will be**INR 5,75,000/- (Rupees Five Lakh Seventy-Five Thousand only). Subsequent to your successful completion of trainingand probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at INR 5,75,000/- (Rupees Five Lakh Seventy-Five Thousand only).** On completion of 1 yearof service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**
Based on your Date of Joining, your compensation shall bepaid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Dear ABEY ANTONY,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
ABEY ANTONY
Today's Date: _____

Dear AISHWARYA JOHN,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
AISHWARYA JOHN
Today's Date: _____

Dear Ajith M:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Ajith M

Today's Date: _____

Dear Balaji R,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Balaji R
Today's Date: _____

Dear KIRSTEN CLEVER ALPHONSUS,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
KIRSTEN CLEVER ALPHONSUS
Today's Date: _____

Dear Manisha Katiyar

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Manisha Katiyar
Today's Date: _____

Dear MANJUNATH V,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
MANJUNATH V
Today's Date: _____

Dear NAVANEETHA A N,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
NAVANEETHA A N
Today's Date: _____

Dear Nishitha Vijay

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Nishitha Vijay
Today's Date: _____

Dear PRACHI GHOSE,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
PRACHI GHOSE
Today's Date: _____

Dear PRADEEP S,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
PRADEEP S
Today's Date: _____

Dear PRATIK SANIKKANAVAR,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
PRATIK SANIKKANAVAR
Today's Date: _____

Dear PUSHPENDRA KUMAR,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
PUSHPENDRA KUMAR
Today's Date: _____

Dear RAJIV UDDIN AHMED,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
RAJIV UDDIN AHMED
Today's Date: _____

Dear Shreyash Reddy,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Shreyash Reddy
Today's Date: _____

Dear Shweta Kumara:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 300000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 300000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Shweta Kumara

Today's Date: _____

Dear Varun Yogi S,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Varun Yogi S
Today's Date: _____

Dear Vidhya B N,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Vidhya B N
Today's Date: _____

Dear Vivek Jangir,

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Configuration Analyst at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 600000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 600000per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by May 17, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by May 12, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Mohit Sadarangani
Senior Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature:_____
Vivek Jangir
Today's Date: _____

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Chaitra R

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

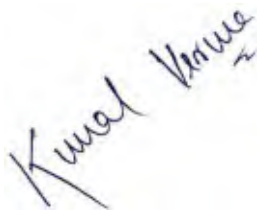
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

flocareer

CHAITRA S

Dear **CHAITRA S**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

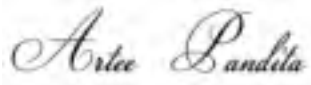
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

CHANDANKUMAR S

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Offer: Computer Consultancy
Ref: TCS/DT20218279504/Bangalore
Date: 11/9/2021

Dear Charan Gowda S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

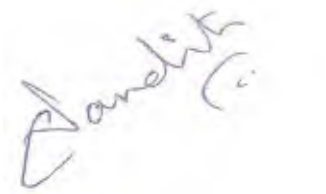
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Charan Gowda S**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Chetan S

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

OFFER LETTER

Dear Chiluvuri Parimala,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear Chiluvuri Sai Sri,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **CHITIRALA SRI VIJAYA TULASI**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483016/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

CODETANTRA

Appointment Letter

Dear Anish Sagar Naidu

Dec 14, 2022

On behalf of Code Tantra (the "Company"), I am pleased to offer you employment with Code Tantra in the position of Product Support Engineer, starting on August 1, 2022. Congratulations! We are glad to have you join the team! This letter is meant to provide you the terms of your employment with the Company. Please bear in mind that the terms may be modified based on changes to the Company policy.

Appointment

i. The date of appointment is effective from the date of joining, unless otherwise communicated

in writing by the Company.

ii. You will have to complete a mandatory internship starting on **January 3**, **2023** till **31,** July **2023**This is a fulltime paid internship and you will be paid a monthly stipend of ₹**15,000** with your initial place of reporting at our office in Hyderabad. Please note that the company reserves all rights to terminate your internship earlier than the schedule mentioned above in case of issues pertaining to bad conduct, bad performance and insufficient attendance.

.

iii. After your internship, you will be on probation for a period of 6 months from the date of your appointment. On completion of probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your position. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

iv. You may be transferred to any other location, department, function, establishment or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

v. A copy of this letter, duly signed by you and all required details filled, has to be submitted as acceptance of this offer, along with a copy of your Aadhaar card, a copy of your passport, 4 passport size photographs, a copy of the relieving letter from your last employer.

vi. Successful completion of the mandatory full-time internship for the specified duration is a

precondition to this employment offer.

Responsibilities

i. This is a full-time position, requiring you to perform all corresponding responsibilities effectively and to the best of your ability and deliver results. The Company allows flexible office hours to enable

you to deliver results effectively. While doing so, occasionally, you may even be expected to work extra hours to deliver the expected results as per your job requirements.

ii. You are required not to engage in activities that have or will have an adverse impact on the

reputation and business of the Company, whether directly or indirectly.

iii. You may be required to undertake travel for business purposes, both within and outside India. During such travel, you will be eligible for reimbursement of travel expenses as per the applicable policy of the Company.

iv. We are committed to uphold integrity in all aspects of the Company's functioning. You are expected to comply with all the policies ("the Policies") of the Company including those on Code of Business Conduct and Ethics.

v. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies of the Company or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

Confidentiality

i. You will be required to comply with the Confidentiality Policy of the Company in all aspects of your job. You will be required to treat all Confidential Information (as defined by the Confidentiality Policy of the Company), as secret and confidential, and not use or disclose any such Confidential Information, except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (regardless of the circumstances of, or the reasons *for*, the cessation).

ii. In your work for the Company, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing on this letter, you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to the Company as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of the Company in relation to Intellectual Property

Conflict of Interest

i. You are required to engage yourself exclusively in the work assigned by the Company and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.

iii. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

a) Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

b) Any customer or vendor of the Company to move his existing business with the Company

to a third party or to terminate his business relationship with the Company.

c) Any existing employee to become associated with, or perform services of any type for

any third party.

iv. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to

understand the Company's position on this and resolve the conflict

Non-Compete Policy

In the course of your employment with the Company, you will be privy to product roadmaps and strategy, and you will also be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of twelve (12) months after separation of your employment from the Company (irrespective of the circumstances of or the reason *for* the separation), you will not accept any offer of employment from a competitor and/or customer or client (with *whom you* have interacted or worked in a professional capacity representing the Company during the twelve (12) months preceding the date of separation).

General

i.

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or wilfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or wilfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available under law.

ii. Please note that you are required to notify us of any agreements, written or oral, which you have entered into that may relate to or affect your commitments under this employment agreement.

iii. This employment agreement sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral.

iv. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement.

v. You acknowledge that you have understood the terms of this employment agreement and that *you* are aware that the specific performance of the terms of this employment agreement may be enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

vi. This employment agreement may not be modified or amended except by a written agreement

signed by *you* and an authorized officer of the Company.

At-Will Employment

Your employment with the Company is "at will", and thus your employment with the Company shall be terminable, with or without cause, by you or the Company, giving a notice of one (1) month. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period, you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, software, source codes, keys, books, documents, cost data, price dala, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

Background Check and References

The company reserves the right to perform a detailed background check on you to ensure that the details provided to us either by you directly or through references provided by you or obtained through any other legal means are entirely valid. The company reserves the right to terminate you without notice if any adverse information, that may prove that the facts provided to us are incorrect or that association with the company can potentially bring disrepute to the company or if there is evidence that you may not be able to perform your responsibilities as required by the Responsibilities section above, becomes available through any legal means, even after your acceptance of this offer of employment.

You will provide all the information that is necessary for the company to perform checks, including but not limited to references to people who interacted with you professionally in the past, documentation regarding all your previous employments.

Code Tantra Tech Solutions Pvt Ltd-12-6-2/273/2, 5th Floor, VC Plaza, Opposite BJP Office, Kukatpally,

Hyderabad 500072, India

+91 9849600002, ramana@codetantra.com, www.codetantra.com

Appointment Letter

Dear D Niveditha

Dec 14, 2022

On behalf of Code Tantra (the "Company"), I am pleased to offer you employment with Code Tantra in the position of Product Support Engineer, starting on August 1, 2022. Congratulations! We are glad to have you join the team! This letter is meant to provide you the terms of your employment with the Company. Please bear in mind that the terms may be modified based on changes to the Company policy.

Appointment

i. The date of appointment is effective from the date of joining, unless otherwise communicated

in writing by the Company.

ii. You will have to complete a mandatory internship starting on **January 3**, **2023** till **31,** July **2023**This is a fulltime paid internship and you will be paid a monthly stipend of ₹**15,000** with your initial place of reporting at our office in Hyderabad. Please note that the company reserves all rights to terminate your internship earlier than the schedule mentioned above in case of issues pertaining to bad conduct, bad performance and insufficient attendance.

.

iii. After your internship, you will be on probation for a period of 6 months from the date of your appointment. On completion of probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your position. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

iv. You may be transferred to any other location, department, function, establishment or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

v. A copy of this letter, duly signed by you and all required details filled, has to be submitted as acceptance of this offer, along with a copy of your Aadhaar card, a copy of your passport, 4 passport size photographs, a copy of the relieving letter from your last employer.

vi. Successful completion of the mandatory full-time internship for the specified duration is a

precondition to this employment offer.

Responsibilities

i. This is a full-time position, requiring you to perform all corresponding responsibilities effectively and to the best of your ability and deliver results. The Company allows flexible office hours to enable

you to deliver results effectively. While doing so, occasionally, you may even be expected to work extra hours to deliver the expected results as per your job requirements.

ii. You are required not to engage in activities that have or will have an adverse impact on the

reputation and business of the Company, whether directly or indirectly.

iii. You may be required to undertake travel for business purposes, both within and outside India. During such travel, you will be eligible for reimbursement of travel expenses as per the applicable policy of the Company.

iv. We are committed to uphold integrity in all aspects of the Company's functioning. You are expected to comply with all the policies ("the Policies") of the Company including those on Code of Business Conduct and Ethics.

v. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies of the Company or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

Confidentiality

i. You will be required to comply with the Confidentiality Policy of the Company in all aspects of your job. You will be required to treat all Confidential Information (as defined by the Confidentiality Policy of the Company), as secret and confidential, and not use or disclose any such Confidential Information, except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (regardless of the circumstances of, or the reasons *for*, the cessation).

ii. In your work for the Company, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing on this letter, you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to the Company as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of the Company in relation to Intellectual Property

Conflict of Interest

i. You are required to engage yourself exclusively in the work assigned by the Company and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.

iii. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

a) Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

b) Any customer or vendor of the Company to move his existing business with the Company

to a third party or to terminate his business relationship with the Company.

c) Any existing employee to become associated with, or perform services of any type for

any third party.

iv. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to

understand the Company's position on this and resolve the conflict

Non-Compete Policy

In the course of your employment with the Company, you will be privy to product roadmaps and strategy, and you will also be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of twelve (12) months after separation of your employment from the Company (irrespective of the circumstances of or the reason *for* the separation), you will not accept any offer of employment from a competitor and/or customer or client (with *whom you* have interacted or worked in a professional capacity representing the Company during the twelve (12) months preceding the date of separation).

General

i.

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or wilfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or wilfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available under law.

ii. Please note that you are required to notify us of any agreements, written or oral, which you have entered into that may relate to or affect your commitments under this employment agreement.

iii. This employment agreement sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral.

iv. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement.

v. You acknowledge that you have understood the terms of this employment agreement and that *you* are aware that the specific performance of the terms of this employment agreement may be enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

vi. This employment agreement may not be modified or amended except by a written agreement

signed by *you* and an authorized officer of the Company.

At-Will Employment

Your employment with the Company is "at will", and thus your employment with the Company shall be terminable, with or without cause, by you or the Company, giving a notice of one (1) month. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period, you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, software, source codes, keys, books, documents, cost data, price dala, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

Background Check and References

The company reserves the right to perform a detailed background check on you to ensure that the details provided to us either by you directly or through references provided by you or obtained through any other legal means are entirely valid. The company reserves the right to terminate you without notice if any adverse information, that may prove that the facts provided to us are incorrect or that association with the company can potentially bring disrepute to the company or if there is evidence that you may not be able to perform your responsibilities as required by the Responsibilities section above, becomes available through any legal means, even after your acceptance of this offer of employment.

You will provide all the information that is necessary for the company to perform checks, including but not limited to references to people who interacted with you professionally in the past, documentation regarding all your previous employments.

Code Tantra Tech Solutions Pvt Ltd-12-6-2/273/2, 5th Floor, VC Plaza, Opposite BJP Office, Kukatpally,

Hyderabad 500072, India

+91 9849600002, ramana@codetantra.com, www.codetantra.com

Date: 8th February 2022

Dear ARUN V

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear ASHISH JANGIR S

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear ASHWANTH

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear AVINASH B

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear AVINASH M

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear BESTHA THEJA

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear BHOOMIKA S

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear MOHAMMED SAQIB

Sub: **Offer of Training and Employment**

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear MOHAMMEDSAIF ZARRABI SHIRAZI

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear MEER KHATIBULLA

Sub: **Offer of Training and Employment**

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

Date: 8th February 2022

Dear MULLA SHAINA HUMAYION

Sub: Offer of Training and Employment

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

a) Aadhaar card.
b) Pan card.
c) 10th, 12th and graduation (all semesters) mark sheets.
d) Voter ID / Driving license

Table-1

Particulars	Monthly INR	Annual INR
Basic Salary	10,000.00	120,000.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	4,000.00	48,000.00
Conveyance Allowance	**1,600.00**	19,200.00
Medical Allowance	**1,250.00**	15,000.00
Special Allowance	4,950.00	59,400.00
Employer Provident Fund	1,200.00	14,400.00
Cost to Company (CTC)	25,000.00	300,000.00

Your Annual CTC is **INR 3 LPA (Rupees Three Lakhs per annum)**

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

Santosh B R
People Manager

ACCEPTED:

Name:_____ (In Capital Letters)

Signature: _____

This is an electronically generated letter and does not require a signature.

OFFER LETTER

Dear DHEERAJ S.,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	DHEERAJ S.	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear FABIANRAJ A,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	FABIANRAJ A	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear UMMAIHUDA**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	UMMAIHUDA		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear ASHNA MARIA CHERIYAN,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	ASHNA MARIA CHERIYAN	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear CHANDAN A**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	CHANDAN A		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear CHARAN.S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	CHARAN.S		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear CHETHAN K,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	CHETHAN K		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear DEEPAK.M**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	DEEPAK.M	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear DEEPIKA R,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	DEEPIKA R	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear DEERAJ. C,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	DEERAJ. C		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear DHANUSH S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	DHANUSH S	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear DHARAMVEER KUMAR D**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	DHARAMVEER KUMAR D	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear DIKSHITH.K,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	DIKSHITH.K	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear ETHISH KUMAR S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	ETHISH KUMAR S		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear FAHAD AHMED M.A**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	FAHAD AHMED M.A	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear FAUSTINA DOMNIC,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	FAUSTINA DOMNIC	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear GAGAN R,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	GAGAN R		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear GANDHARVA N,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	GANDHARVA N		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear GIRISH. M**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	GIRISH. M		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HARI PRASAD S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HARI PRASAD S		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HARINI G,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HARINI G		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HARINI S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HARINI S		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HARISH S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HARISH S		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HARSHAVARDHAN D C,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HARSHAVARDHAN D C	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HARSHITHA K,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HARSHITHA K		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HARSHITHA T,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HARSHITHA T	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HEMASHREE C.,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HEMASHREE C.	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HIMAGIRI S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HIMAGIRI S	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HISANA M S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HISANA M S		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear HUSNA TAHERA**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	HUSNA TAHERA	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear JAYATRI MOHANTA,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	JAYATRI MOHANTA		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear JYOTHI S SHARMA,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	JYOTHI S SHARMA	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear KIRAN KUMAR S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	KIRAN KUMAR S	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear KISHORE KUMAR C,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	KISHORE KUMAR C	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear KSHITHIJA R,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	KSHITHIJA R	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear KUMAR GAURAV,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	KUMAR GAURAV		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear LIKHITH B**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	LIKHITH B		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear MD.ZUBAIR,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 350000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	MD.ZUBAIR	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear NUMAN ALAM,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	NUMAN ALAM	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear P R SIRISH,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	P R SIRISH		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear PAVITHRA.G.PRAJAPATHI**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	PAVITHRA.G.PRAJAPATHI	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear POOJA A,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	POOJA A	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear REVATHI N,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	REVATHI N	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear RIMA YADAV,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	RIMA YADAV		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear SADIYA FATHIMA**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	SADIYA FATHIMA		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear SAMEER SHARIFF,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	SAMEER SHARIFF		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear SANEEH LIRAR P.K**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	SANEEH LIRAR P.K	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear SHASHANK G SHASTRY,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	SHASHANK G SHASTRY	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear SHREE RASHMI M**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	SHREE RASHMI M	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear SHREENITHYA H,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	SHREENITHYA H		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear SOHA MUSKAN R,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	SOHA MUSKAN R	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear SUBASHRI S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	SUBASHRI S	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear USHA B J,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	USHA B J		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear V AADITYA**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	V AADITYA		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear VELANTEENA FLOWRENCE**,**

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 4,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	VELANTEENA FLOWRENCE		
TITLE:	**Management - Trainee**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

OFFER LETTER

Dear YASHASWINI S,

On behalf of Course5, it is our pleasure to confirm your selection for employment as **"Management - Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Course5

Annexure I

NAME:	YASHASWINI S	**GRADE**	**P2**
TITLE:	**Management - Trainee**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

DASARI MADHU

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

TeamLease™
Putting India to Work

DEBABRAT MUKHERJEE

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

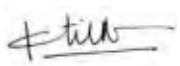
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

OFFER LETTER

Dear DEBORAH SUNIL,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500005/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500005**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

DEEPAK KUMAR G P

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

TeamLease™
Putting India to Work

DEEPAYAN THAKUR

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

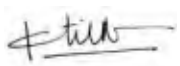
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

DEEVIA SOFTWARE (INDIA) PVT. LTD.
#921, Lakshmi Towers, Level 2, 5th Main Road,
Sector 7, HSR Layout, Bangalore - 560102.
Karnataka, India.

Tel: +91-80-49705749
Url: www.deevia.pw

Ref No: DSIP/AD/HR/CIOL/2021/003

7 April 2021

Vishal Mishra B

Sub: - Offer Letter

With reference to the discussion, we had with you on **5th April, 2021** we are pleased to offer you Internship with the stipend of **Rs. 410000/Annum** in our company.

Your internship for **6** months would be commencing from **3rd May,2021** and we expect you to join us on the date, beyond which the Internship offer would stand withdrawn, unless a new date is agreed to, by us in writing.

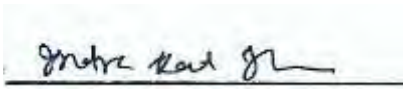
On the date of your joining, you may please bring along the following documents:

1. Copies of certificates/ diplomas / degrees of educational qualifications. (Std. X, Std. XII, Graduation and post-graduation).
2. Aadhar Card
3. PAN Card

Your appointment will be subject to verification of references.

We welcome you to the Deevia Family as we look forward to your joining for a long, successful and mutually beneficial association.

Please sign the copy and send us a scan of this letter as a token of acceptance of the same.



Indrakant Thakur

Managing Director

13 March 2021

Private & Confidential

Dear CHANDAN KUMAR,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Harshitha K (employee hereafter “you/your”) with Dell International Services India Pvt Ltd (7451) ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Bhupendra Singh (1021315), Manager 1, Inside Sales Management. Your start date is **3 July 2021.**

You will be based at our offices in **Bangalore, India.**

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales,Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work , either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary of INR 8,47,546 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is INR 308,760.00. Basket of allowances is INR 463,140.00.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF. PF is 12% Annual.

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month. Illustration: If your monthly basic salary in the salary table above is INR 6000 and your undeclared BOA is INR 2,000, then PF = 12% of 8000 which amounts to 960. Employer and Employee contribution to PF will be 960.

***** PF contribution for International workers : If you are an International Worker as defined in EPF Act 1952, holding a passport other than “Indian passport” or you are an OCI(Overseas Citizen of India) card holder, then for the purpose of PF contribution, the sum total of your basic salary and undeclared portion of the basket of allowances (BOA) will be considered and PF contributions made accordingly. Illustration: If your monthly basic salary is INR 20,000 and your undeclared BOA is INR 40,000, then PF = 12% of 60,000 which amounts to INR 7200. Both Employer and Employee contribution to PF will be INR 7200 each .

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of **5%** of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date, subject to the terms of the Bonus Plan, which may require a start date prior to a certain date for bonus eligibility in the fiscal year of hire. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to periodic re-evaluation and modification by the Company. The bonus is paid after the end of the Company’s fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total On-Target Remuneration will be INR810,495 plus Retirals per annum.

Your salary will be paid monthly via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Total Cost to Companywill be INR

847,546 per annum.

Gratuity

Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act, 1972 its Rules and Amendments.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Mileage reimbursement

Employees who are required to use their personal automobiles for business purposes will be reimbursed for mileage in accordance with applicable law and the Company's policy, as it may be amended from time to time.

Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days or 2 month**'s written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company, you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

Dell International Services India Pvt Ltd (7451) will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of Dell International Services India Pvt Ltd (7451) or any part of Dell International Services India Pvt Ltd (7451)'s business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by Dell International Services India Pvt Ltd (7451), any other Dell International Services India Pvt Ltd (7451). company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a Dell International Services India Pvt Ltd (7451) company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. Dell International Services India Pvt Ltd (7451) will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;

b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;

c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;

d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information.
For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of Dell International Services India Pvt Ltd (7451), its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compliers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of Dell International Services India Pvt Ltd (7451), its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, Dell International Services India Pvt Ltd (7451)’s Legal Department, or Dell International Services India Pvt Ltd (7451)’s Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

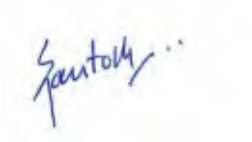
Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,



Santosh TK
Talent Acquisition Director

Verified by
Sneha.Nambiar@Dell.com
Sneha Nambiar
Analyst, Talent Acquisition

Confirmation of Acceptance

I, Harshitha K, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause “remuneration” of this agreement.

I confirm that I will commence employment with Dell on 3 July 2021.

CHANDAN KUMAR

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your original handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Sneha Nambiar / Sneha.Nambiar@Dell.com. If you need to return the documentation in a different manner, please let your recruiter know.

This offer of employment is subject to the submission of your awaited **Marks Cards & Provisional / Convocation Certificate. In the event, the **Marks Cards & Provisional / Convocation Certificate** are not submitted within the first 30 days of joining the company or you fail to clear the exams, the offer letter shall stand withdrawn and cancelled with immediate effect.

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize Dell International Services India Pvt Ltd (7451), to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by Dell International Services India Pvt Ltd (7451), including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by Dell International Services India Pvt Ltd (7451).

The amount I must repay (referred to as the "Repayment Amount") will be determined using the following formula:

Total Sign−On Bonus (Or Relocation) x [(12 − Full or Partial Months of Service) ÷ 12]
For example, if Dell International Services India Pvt Ltd (7451) pays me a sign−on bonus of Rs. 10,000, and I quit my employment after being employed for six months, the amount I must repay to Dell International Services India Pvt Ltd (7451) is Rs. 5,000 computed as follows: Rs 10, 000 x [(12−6) ÷ 12].

{{SigB_es_:signer1:signatureblock}} {{Dte_es_:signer1:date}}

CHANDAN KUMAR

13 March 2021

Private & Confidential

Dear HARSHITHA S,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Harshitha K (employee hereafter “you/your”) with Dell International Services India Pvt Ltd (7451) ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Bhupendra Singh (1021315), Manager 1, Inside Sales Management. Your start date is **3 July 2021.**

You will be based at our offices in **Bangalore, India.**

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales,Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work , either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary of INR 8,47,546 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is INR 308,760.00. Basket of allowances is INR 463,140.00.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF. PF is 12% Annual.

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month. Illustration: If your monthly basic salary in the salary table above is INR 6000 and your undeclared BOA is INR 2,000, then PF = 12% of 8000 which amounts to 960. Employer and Employee contribution to PF will be 960.

***** PF contribution for International workers : If you are an International Worker as defined in EPF Act 1952, holding a passport other than “Indian passport” or you are an OCI(Overseas Citizen of India) card holder, then for the purpose of PF contribution, the sum total of your basic salary and undeclared portion of the basket of allowances (BOA) will be considered and PF contributions made accordingly. Illustration: If your monthly basic salary is INR 20,000 and your undeclared BOA is INR 40,000, then PF = 12% of 60,000 which amounts to INR 7200. Both Employer and Employee contribution to PF will be INR 7200 each .

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of **5%** of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date, subject to the terms of the Bonus Plan, which may require a start date prior to a certain date for bonus eligibility in the fiscal year of hire. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to periodic re-evaluation and modification by the Company. The bonus is paid after the end of the Company’s fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total On-Target Remuneration will be INR810,495 plus Retirals per annum.

Your salary will be paid monthly via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Total Cost to Companywill be INR

847,546 per annum.

Gratuity

Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act, 1972 its Rules and Amendments.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Mileage reimbursement

Employees who are required to use their personal automobiles for business purposes will be reimbursed for mileage in accordance with applicable law and the Company's policy, as it may be amended from time to time.

Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days or 2 month**'s written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company, you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

Dell International Services India Pvt Ltd (7451) will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of Dell International Services India Pvt Ltd (7451) or any part of Dell International Services India Pvt Ltd (7451)'s business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by Dell International Services India Pvt Ltd (7451), any other Dell International Services India Pvt Ltd (7451). company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a Dell International Services India Pvt Ltd (7451) company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. Dell International Services India Pvt Ltd (7451) will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;

b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;

c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;

d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information.
For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of Dell International Services India Pvt Ltd (7451), its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compliers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of Dell International Services India Pvt Ltd (7451), its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, Dell International Services India Pvt Ltd (7451)’s Legal Department, or Dell International Services India Pvt Ltd (7451)’s Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

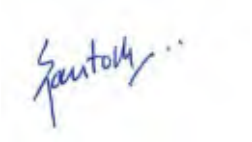
Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,



Santosh TK
Talent Acquisition Director

Verified by
Sneha.Nambiar@Dell.com
Sneha Nambiar
Analyst, Talent Acquisition

Confirmation of Acceptance

I, HARSHITHA S, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause “remuneration” of this agreement.

I confirm that I will commence employment with Dell on 3 July 2021.

HARSHITHA S

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your original handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Sneha Nambiar / Sneha.Nambiar@Dell.com. If you need to return the documentation in a different manner, please let your recruiter know.

This offer of employment is subject to the submission of your awaited **Marks Cards & Provisional / Convocation Certificate. In the event, the **Marks Cards & Provisional / Convocation Certificate** are not submitted within the first 30 days of joining the company or you fail to clear the exams, the offer letter shall stand withdrawn and cancelled with immediate effect.

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize Dell International Services India Pvt Ltd (7451), to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by Dell International Services India Pvt Ltd (7451), including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by Dell International Services India Pvt Ltd (7451).

The amount I must repay (referred to as the "Repayment Amount") will be determined using the following formula:

Total Sign−On Bonus (Or Relocation) x [(12 − Full or Partial Months of Service) ÷ 12]
For example, if Dell International Services India Pvt Ltd (7451) pays me a sign−on bonus of Rs. 10,000, and I quit my employment after being employed for six months, the amount I must repay to Dell International Services India Pvt Ltd (7451) is Rs. 5,000 computed as follows: Rs 10, 000 x [(12−6) ÷ 12].

{{SigB_es_:signer1:signatureblock}} {{Dte_es_:signer1:date}}

HARSHITHA S

13 March 2021

Private & Confidential

Dear KAUSHIK RAJ,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Harshitha K (employee hereafter “you/your”) with Dell International Services India Pvt Ltd (7451) ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Bhupendra Singh (1021315), Manager 1, Inside Sales Management. Your start date is **3 July 2021.**

You will be based at our offices in **Bangalore, India.**

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales,Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work , either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary of INR 8,47,546 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is INR 308,760.00. Basket of allowances is INR 463,140.00.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF. PF is 12% Annual.

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month. Illustration: If your monthly basic salary in the salary table above is INR 6000 and your undeclared BOA is INR 2,000, then PF = 12% of 8000 which amounts to 960. Employer and Employee contribution to PF will be 960.

***** PF contribution for International workers : If you are an International Worker as defined in EPF Act 1952, holding a passport other than “Indian passport” or you are an OCI(Overseas Citizen of India) card holder, then for the purpose of PF contribution, the sum total of your basic salary and undeclared portion of the basket of allowances (BOA) will be considered and PF contributions made accordingly. Illustration: If your monthly basic salary is INR 20,000 and your undeclared BOA is INR 40,000, then PF = 12% of 60,000 which amounts to INR 7200. Both Employer and Employee contribution to PF will be INR 7200 each .

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of **5%** of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date, subject to the terms of the Bonus Plan, which may require a start date prior to a certain date for bonus eligibility in the fiscal year of hire. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to periodic re-evaluation and modification by the Company. The bonus is paid after the end of the Company’s fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total On-Target Remuneration will be INR810,495 plus Retirals per annum.

Your salary will be paid monthly via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Total Cost to Companywill be INR

847,546 per annum.

Gratuity

Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act, 1972 its Rules and Amendments.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Mileage reimbursement

Employees who are required to use their personal automobiles for business purposes will be reimbursed for mileage in accordance with applicable law and the Company's policy, as it may be amended from time to time.

Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days or 2 month**'s written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company, you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

Dell International Services India Pvt Ltd (7451) will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of Dell International Services India Pvt Ltd (7451) or any part of Dell International Services India Pvt Ltd (7451)'s business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by Dell International Services India Pvt Ltd (7451), any other Dell International Services India Pvt Ltd (7451). company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a Dell International Services India Pvt Ltd (7451) company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. Dell International Services India Pvt Ltd (7451) will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;

b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;

c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;

d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information.
For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of Dell International Services India Pvt Ltd (7451), its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compliers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of Dell International Services India Pvt Ltd (7451), its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, Dell International Services India Pvt Ltd (7451)’s Legal Department, or Dell International Services India Pvt Ltd (7451)’s Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

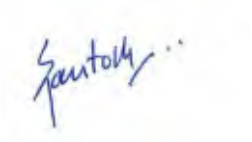
Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,



Santosh TK
Talent Acquisition Director

Verified by
Sneha.Nambiar@Dell.com
Sneha Nambiar
Analyst, Talent Acquisition

Confirmation of Acceptance

I, KAUSHIK RAJ, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause “remuneration” of this agreement.

I confirm that I will commence employment with Dell on 3 July 2021.

KAUSHIK RAJ

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your original handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Sneha Nambiar / Sneha.Nambiar@Dell.com. If you need to return the documentation in a different manner, please let your recruiter know.

This offer of employment is subject to the submission of your awaited **Marks Cards & Provisional / Convocation Certificate. In the event, the **Marks Cards & Provisional / Convocation Certificate** are not submitted within the first 30 days of joining the company or you fail to clear the exams, the offer letter shall stand withdrawn and cancelled with immediate effect.

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize Dell International Services India Pvt Ltd (7451), to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by Dell International Services India Pvt Ltd (7451), including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by Dell International Services India Pvt Ltd (7451).

The amount I must repay (referred to as the "Repayment Amount") will be determined using the following formula:

Total Sign−On Bonus (Or Relocation) x [(12 − Full or Partial Months of Service) ÷ 12]
For example, if Dell International Services India Pvt Ltd (7451) pays me a sign−on bonus of Rs. 10,000, and I quit my employment after being employed for six months, the amount I must repay to Dell International Services India Pvt Ltd (7451) is Rs. 5,000 computed as follows: Rs 10, 000 x [(12−6) ÷ 12].

{{SigB_es_:signer1:signatureblock}} {{Dte_es_:signer1:date}}

KAUSHIK RAJ

13 March 2021

Private & Confidential

Dear KISHORE P,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Harshitha K (employee hereafter “you/your”) with Dell International Services India Pvt Ltd (7451) ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Bhupendra Singh (1021315), Manager 1, Inside Sales Management. Your start date is **3 July 2021.**

You will be based at our offices in **Bangalore, India.**

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales,Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work , either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary of INR 8,47,546 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is INR 308,760.00. Basket of allowances is INR 463,140.00.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF. PF is 12% Annual.

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month. Illustration: If your monthly basic salary in the salary table above is INR 6000 and your undeclared BOA is INR 2,000, then PF = 12% of 8000 which amounts to 960. Employer and Employee contribution to PF will be 960.

***** PF contribution for International workers : If you are an International Worker as defined in EPF Act 1952, holding a passport other than “Indian passport” or you are an OCI(Overseas Citizen of India) card holder, then for the purpose of PF contribution, the sum total of your basic salary and undeclared portion of the basket of allowances (BOA) will be considered and PF contributions made accordingly. Illustration: If your monthly basic salary is INR 20,000 and your undeclared BOA is INR 40,000, then PF = 12% of 60,000 which amounts to INR 7200. Both Employer and Employee contribution to PF will be INR 7200 each .

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of **5%** of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date, subject to the terms of the Bonus Plan, which may require a start date prior to a certain date for bonus eligibility in the fiscal year of hire. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to periodic re-evaluation and modification by the Company. The bonus is paid after the end of the Company’s fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total On-Target Remuneration will be INR810,495 plus Retirals per annum.

Your salary will be paid monthly via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Total Cost to Companywill be INR

847,546 per annum.

Gratuity

Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act, 1972 its Rules and Amendments.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Mileage reimbursement

Employees who are required to use their personal automobiles for business purposes will be reimbursed for mileage in accordance with applicable law and the Company's policy, as it may be amended from time to time.

Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days or 2 month**'s written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company, you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

Dell International Services India Pvt Ltd (7451) will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of Dell International Services India Pvt Ltd (7451) or any part of Dell International Services India Pvt Ltd (7451)'s business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by Dell International Services India Pvt Ltd (7451), any other Dell International Services India Pvt Ltd (7451). company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a Dell International Services India Pvt Ltd (7451) company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. Dell International Services India Pvt Ltd (7451) will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;

b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;

c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;

d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information.
For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of Dell International Services India Pvt Ltd (7451), its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compliers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of Dell International Services India Pvt Ltd (7451), its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, Dell International Services India Pvt Ltd (7451)’s Legal Department, or Dell International Services India Pvt Ltd (7451)’s Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

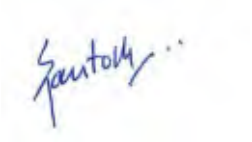
Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,



Santosh TK
Talent Acquisition Director

Verified by
Sneha.Nambiar@Dell.com
Sneha Nambiar
Analyst, Talent Acquisition

Confirmation of Acceptance

I, KAUSHIK RAJ, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause “remuneration” of this agreement.

I confirm that I will commence employment with Dell on 3 July 2021.

KISHORE P

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your original handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Sneha Nambiar / Sneha.Nambiar@Dell.com. If you need to return the documentation in a different manner, please let your recruiter know.

This offer of employment is subject to the submission of your awaited **Marks Cards & Provisional / Convocation Certificate. In the event, the **Marks Cards & Provisional / Convocation Certificate** are not submitted within the first 30 days of joining the company or you fail to clear the exams, the offer letter shall stand withdrawn and cancelled with immediate effect.

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize Dell International Services India Pvt Ltd (7451), to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by Dell International Services India Pvt Ltd (7451), including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by Dell International Services India Pvt Ltd (7451).

The amount I must repay (referred to as the "Repayment Amount") will be determined using the following formula:

Total Sign−On Bonus (Or Relocation) x [(12 − Full or Partial Months of Service) ÷ 12]
For example, if Dell International Services India Pvt Ltd (7451) pays me a sign−on bonus of Rs. 10,000, and I quit my employment after being employed for six months, the amount I must repay to Dell International Services India Pvt Ltd (7451) is Rs. 5,000 computed as follows: Rs 10, 000 x [(12−6) ÷ 12].

{{SigB_es_:signer1:signatureblock}} {{Dte_es_:signer1:date}}

KISHORE P

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear ANUSHA Y:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Aroan Robert K T:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Arpitha A K:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Ashik B C:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Mohammed Zaid Baig:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Balaji .V:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Bhageeratha T:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Bhagyalakshmi .N:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear BHARATH P

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear BHARGAV GOWDA H J:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Bhavana K:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear CHAITHRA K

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear CHAITHRA K

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Chetan Reddy C K:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Darshan P:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear David Iado Emmanuel

Matayo:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Deeksha .T:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Deepa I A:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear DHANUSH P

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear DAPHNY CYNTHIA P

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Dharani N:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear DARSHAN K

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear GANESH K R

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear GANGARAJ HM

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear GAUTHAM V

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear GRISHMA B

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Mohammed Hussain

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 330000** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Ifrah Gulzar

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 330000** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Mohammed Yousuff Ishaq:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear JAHNAVI PRASAD R

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear JOBIN CYRIAC

VADAKKEKARA

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Kenith A

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 330000** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear KETAN KUMAR R

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Lokesh A Ghodke:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Manohar G:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Manoj Kumar B:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear MARI GANESH M V:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Mariraj:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Meghana M:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Meghanisha R:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Mercy Eunice K:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear MRITUANJAY SINGH

SENGAR:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Mohit Garg J:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear MOIN KHAN A:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear MONITH C:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Murali J:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Muthair Syed:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear NandKishore S:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Nagesh N:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear NARENDRA S:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Nikhil. M. Gowda:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear NIKHIL L:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear MUHAMMAD OWAIS:

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **JUNE 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 382500** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **JUNE 26,2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature

Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Tax Services India Private Limited

Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Subject: Offer of Employment

Dear Thanusha Reddy

On behalf of **Deloitte Tax Services India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **AUG 26, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs 330000** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **AUG 26, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Acceptance

Signature Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

Tax Consultant I -

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Tax Consultant I	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District,CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I -** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Tax Consultant I** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the*Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Property of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte*

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Talent

Authorized Signatory

Effective as of , I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the*Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani
Talent

Its: Authorized Signatory _____ *Date*

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Tax Services India Private Limited

DocuSigned by:
Pooja Madnani
6718FF75DA89400...

Pooja Madnani

Talent

Its: Authorized Signatory _____ Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

(https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

_____ _____

Signature Name

DocuSign Envelope ID: 0C772183-7353-44FD-99F6-EA2E2420C099

Deloitte.

Training Agreement

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 26, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Tax Services India Private Limited**

By: DocuSigned by: Pooja Madnani 6718FF75DA89400...
Signature

Authorized Signatory

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

06th September 2022

BONTHA KALYAN KUMAR REDDY

Bengaluru

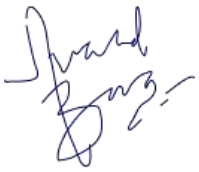
Dear BONTHA KALYAN KUMAR REDDY

Determinant Studios ("the Firm") is pleased to offer you the position of **Software Engineer**, as per the terms discussed and mutually agreed. You will be based in Bangalore or any other place/city within India or outside India as decided by the Firm from time to time.

Your employment shall commence in 2023 and actual date of joining shall be communicated based on your last date of current academic year. In the event you fail to join on or before 1 week of communicated date, this contract shall stand terminated unless extended at the sole discretion of the Firm. You must treat the details of this offer with utmost confidentiality.

The Firm has extended this offer to you based upon your general knowledge, background, experience, skills and abilities and not because of your knowledge of your information. As a condition of employment with the Firm, you are expected to agree to the terms and conditions mentioned in Appendix I.

You will be on probation for the first three months of your employment beyond which you will be confirmed based on your performance and periodic assessments. Your CTC amounts to Rs. **4,00,000/-** for the first year of your employment. Salary revision will be based on individual as well as Firm performance, and increments, if any, are granted solely on merit as per Firm policy.



Signature of Candidate

Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

Appendix I

The terms and conditions of your employment with the Firm are as follows:

1. **Termination of Employment/ Notice Period**

- Either party will be allowed to terminate the contract of employment by giving **2 Months** of notice in writing, however subject to Firm's right to pay salary in lieu thereof or prorated amount.

- If you choose not to serve the notice period of **2 Months**, you should be liable for the losses to the Firm for which you should compensate for the remainder of the days of the Notice Period and deposit the same to avail relieving from employment.

- However, should you sign a service agreement/ Undertaking/ Bond with the Firm during the course of your employment, your termination of employment will be governed by the agreement/ Undertaking/ Bond.

- The Firm shall have the right to terminate this agreement forthwith, without any notice or without any reason in lieu of notice period, in the event of the following:

  - Violation on your part with regard to the authenticity of information declared by you at the time of joining.

  - Any misconduct on your part.

  - Failure to carry out your duties and obligations. This also includes any performance concerns raised by the customer projects you are working on. You will not be eligible for any encashment of leaves in such cases.

  - You are adjudged insolvent or become bankrupt, or are charged with any criminal offence.

  - The Firm is restricted from continuing to employ you by reason of any other legal incapability. Any data leak on your side will result in immediate termination and will also attract legal action.

- On Separation, you will immediately give up to the Firm before you are relieved, all correspondence, specification, formulae, documents, market data, literature, drawings, access, identity cards and property belonging to the Firm or related to its business which would have come in your possession during the course of employment. You are not to make or retain any copies of the same.

2. Working hours and Leaves

You will observe the working hours and holidays normally observed by the Firm at the location to which you are assigned. You will be eligible for Leave as per Firm Leave policy, which includes 10 days of casual leave and 10 days of privilege leave.

3. Trade Secrets and Confidential information

During the course of your employment, you will have access to and become familiar with various trade secrets and confidential information belonging to the Firm, and its customers. You shall acknowledge that such confidential information is owned and shall continue to be owned solely by the Firm and its customers as the case maybe. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Firm.

You are expected and bound to maintain utmost secrecy at all times even after cessation of employment in regards to the affairs of the Firm and shall keep confidential any information, whether written or oral which relates to internal controls, processes, algorithms, techniques or systems, or information concerning the business and financial affairs and methods of operation or proposed method of operation, sales and marketing, security procedures, trade secrets, patents, intellectual property rights of the Firm, and its customers.

Breach of this provision shall be treated as gross violation resulting in immediate termination of employment without notice besides initiating legal action.

4. Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks developed by you during the course of employment, including office time or while discharging or duties, or using Firm resources shall be the sole and exclusive property of the Firm.

The Firm reserves the right to proceed legally against you and recover damages, where any such intellectual property rights is sought to be protected by you independently of the Firm.

5. **Non-Disclosure**

You shall not, directly or indirectly, use, make available, sell, disclose or otherwise communicate to any person, other than in the course of your assigned duties and for the benefit of the Firm, either during the Employment Term or for a period of five (5) years thereafter, any nonpublic proprietary or confidential information, knowledge or data relating to the Company or any of its subsidiaries or affiliates that has been obtained by you during your employment by the Firm or has been obtained pursuant to any consulting services provided by you to Firm prior to your employment by the Firm. For purposes of this Agreement, non-public proprietary information means information proprietary to the Firm that is not generally known about the Firm's customers, products, services, personnel, pricing, sales strategy, technology, methods, processes, research, development, finances, systems, techniques, accounting, purchasing and plans, and any information about, or relating to, any of the Firm's customers or clients. All information disclosed to you or to which you obtained access, whether originated by you or by others, during the period that you are an employee of the Firm (such period being referred to as the "Employment Period") (whether prior to the Effective Date or thereafter), shall be presumed to be non-public proprietary information if it is so treated by the Firm or if you have a reasonable basis to believe it to be such. The foregoing shall not apply to information that (i) was known to the public prior to its disclosure to you; (ii) becomes known to the public subsequent to disclosure to you through no wrongful act of yours or any representative of yours; or (iii) You are required to disclose by applicable law, regulation or legal process (provided that you provide the Firm with prior notice of the contemplated disclosure and reasonably cooperates with the Firm at its expense in seeking a protective order or other appropriate protection of such information). Notwithstanding clauses (i) and (ii) of the preceding sentence, Your obligation to maintain such disclosed information in confidence shall not terminate where only portions of the information are in the public domain.

You agree that during the term of your employment or association with Firm, you will not engage with any other employment, occupation, consulting or any other business activity with any Third Party, directly related to the business in which the Firm is now involved or becomes involved during the term of your employment, nor will you engage in any other activity that conflicts with your obligations to the Firm. For a period of 2 years after this contract has been terminated for any reason, regardless of whether the termination is initiated by the Firm or yourself, you will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, Firm, firm or corporation who is or was (i) a customer of the Firm during a period of 2 years

prior to the termination of your employment on whose assignment you worked directly or indirectly during the course of your employment with the Firm, (ii) who is in competitive business with the Firm (Third Party), and whereby to carry out your functions with the Third Party, you may be obliged to use any trade secrets, and confidential information, intellectual property rights belonging to the Firm or Third Party information available to the Firm.

You shall not during the term of this employment or during the association with the Firm and a period of 2 years hereafter, solicit or cause or authorize directly or indirectly to be solicited, or accept or attempt to induce in any way any employee, advisor, consultant of the Firm to take up employment or to transact any sort of business directly or indirectly with such customers or competitors of the Firm or to terminate his or her relationship with the Firm on behalf of yourself or any other person, firm, Firm or corporation.

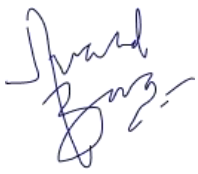
6. **Disputes and Arbitration**

Any dispute between yourself and the Firm shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore only.

Any arbitration shall be governed by Arbitration and Conciliations Act, 1996. The language of arbitration shall be English. The venue of arbitration shall be Bangalore. Determinant Studios reserves the rights to appoint the sole arbitrator.

7. **Unauthorized Absence from Work**

Your unauthorized absence from work for a continuous period of **5 Days** will be treated as absconding from duty. In the event of your not reporting to work within **5 Days** from the date of absence, the same would be treated as voluntary abandonment of service and it shall be deemed that you have resigned from the services of the Firm on your own accord. In such cases you will be liable to refund the salary in lieu of the shortfall in notice period along with any other expense or duties.



Signature of Candidate

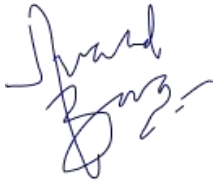
Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

Appendix II

#	**Details**	**Break-up**
1	Take home salary	4,00,000
2	Bonus	33,500
3	Medical Insurance	6,500

Please note that you are eligible for TDS. You have to give a statement about your annual investments.



Signature of Candidate

Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

06th September 2022

C B VISHAL

Bengaluru

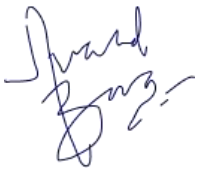
Dear C B VISHAL

Determinant Studios ("the Firm") is pleased to offer you the position of **Software Engineer**, as per the terms discussed and mutually agreed. You will be based in Bangalore or any other place/city within India or outside India as decided by the Firm from time to time.

Your employment shall commence in 2023 and actual date of joining shall be communicated based on your last date of current academic year. In the event you fail to join on or before 1 week of communicated date, this contract shall stand terminated unless extended at the sole discretion of the Firm. You must treat the details of this offer with utmost confidentiality.

The Firm has extended this offer to you based upon your general knowledge, background, experience, skills and abilities and not because of your knowledge of your information. As a condition of employment with the Firm, you are expected to agree to the terms and conditions mentioned in Appendix I.

You will be on probation for the first three months of your employment beyond which you will be confirmed based on your performance and periodic assessments. Your CTC amounts to Rs. **4,00,000/-** for the first year of your employment. Salary revision will be based on individual as well as Firm performance, and increments, if any, are granted solely on merit as per Firm policy.



Signature of Candidate

Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

Appendix I

The terms and conditions of your employment with the Firm are as follows:

1. **Termination of Employment/ Notice Period**

- Either party will be allowed to terminate the contract of employment by giving **2 Months** of notice in writing, however subject to Firm's right to pay salary in lieu thereof or prorated amount.

- If you choose not to serve the notice period of **2 Months**, you should be liable for the losses to the Firm for which you should compensate for the remainder of the days of the Notice Period and deposit the same to avail relieving from employment.

- However, should you sign a service agreement/ Undertaking/ Bond with the Firm during the course of your employment, your termination of employment will be governed by the agreement/ Undertaking/ Bond.

- The Firm shall have the right to terminate this agreement forthwith, without any notice or without any reason in lieu of notice period, in the event of the following:

  - Violation on your part with regard to the authenticity of information declared by you at the time of joining.

  - Any misconduct on your part.

  - Failure to carry out your duties and obligations. This also includes any performance concerns raised by the customer projects you are working on. You will not be eligible for any encashment of leaves in such cases.

  - You are adjudged insolvent or become bankrupt, or are charged with any criminal offence.

  - The Firm is restricted from continuing to employ you by reason of any other legal incapability. Any data leak on your side will result in immediate termination and will also attract legal action.

- On Separation, you will immediately give up to the Firm before you are relieved, all correspondence, specification, formulae, documents, market data, literature, drawings, access, identity cards and property belonging to the Firm or related to its business which would have come in your possession during the course of employment. You are not to make or retain any copies of the same.

2. Working hours and Leaves

You will observe the working hours and holidays normally observed by the Firm at the location to which you are assigned. You will be eligible for Leave as per Firm Leave policy, which includes 10 days of casual leave and 10 days of privilege leave.

3. Trade Secrets and Confidential information

During the course of your employment, you will have access to and become familiar with various trade secrets and confidential information belonging to the Firm, and its customers. You shall acknowledge that such confidential information is owned and shall continue to be owned solely by the Firm and its customers as the case maybe. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Firm.

You are expected and bound to maintain utmost secrecy at all times even after cessation of employment in regards to the affairs of the Firm and shall keep confidential any information, whether written or oral which relates to internal controls, processes, algorithms, techniques or systems, or information concerning the business and financial affairs and methods of operation or proposed method of operation, sales and marketing, security procedures, trade secrets, patents, intellectual property rights of the Firm, and its customers.

Breach of this provision shall be treated as gross violation resulting in immediate termination of employment without notice besides initiating legal action.

4. Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks developed by you during the course of employment, including office time or while discharging or duties, or using Firm resources shall be the sole and exclusive property of the Firm.

The Firm reserves the right to proceed legally against you and recover damages, where any such intellectual property rights is sought to be protected by you independently of the Firm.

5. **Non-Disclosure**

You shall not, directly or indirectly, use, make available, sell, disclose or otherwise communicate to any person, other than in the course of your assigned duties and for the benefit of the Firm, either during the Employment Term or for a period of five (5) years thereafter, any nonpublic proprietary or confidential information, knowledge or data relating to the Company or any of its subsidiaries or affiliates that has been obtained by you during your employment by the Firm or has been obtained pursuant to any consulting services provided by you to Firm prior to your employment by the Firm. For purposes of this Agreement, non-public proprietary information means information proprietary to the Firm that is not generally known about the Firm's customers, products, services, personnel, pricing, sales strategy, technology, methods, processes, research, development, finances, systems, techniques, accounting, purchasing and plans, and any information about, or relating to, any of the Firm's customers or clients. All information disclosed to you or to which you obtained access, whether originated by you or by others, during the period that you are an employee of the Firm (such period being referred to as the "Employment Period") (whether prior to the Effective Date or thereafter), shall be presumed to be non-public proprietary information if it is so treated by the Firm or if you have a reasonable basis to believe it to be such. The foregoing shall not apply to information that (i) was known to the public prior to its disclosure to you; (ii) becomes known to the public subsequent to disclosure to you through no wrongful act of yours or any representative of yours; or (iii) You are required to disclose by applicable law, regulation or legal process (provided that you provide the Firm with prior notice of the contemplated disclosure and reasonably cooperates with the Firm at its expense in seeking a protective order or other appropriate protection of such information). Notwithstanding clauses (i) and (ii) of the preceding sentence, Your obligation to maintain such disclosed information in confidence shall not terminate where only portions of the information are in the public domain.

You agree that during the term of your employment or association with Firm, you will not engage with any other employment, occupation, consulting or any other business activity with any Third Party, directly related to the business in which the Firm is now involved or becomes involved during the term of your employment, nor will you engage in any other activity that conflicts with your obligations to the Firm. For a period of 2 years after this contract has been terminated for any reason, regardless of whether the termination is initiated by the Firm or yourself, you will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, Firm, firm or corporation who is or was (i) a customer of the Firm during a period of 2 years

prior to the termination of your employment on whose assignment you worked directly or indirectly during the course of your employment with the Firm, (ii) who is in competitive business with the Firm (Third Party), and whereby to carry out your functions with the Third Party, you may be obliged to use any trade secrets, and confidential information, intellectual property rights belonging to the Firm or Third Party information available to the Firm.

You shall not during the term of this employment or during the association with the Firm and a period of 2 years hereafter, solicit or cause or authorize directly or indirectly to be solicited, or accept or attempt to induce in any way any employee, advisor, consultant of the Firm to take up employment or to transact any sort of business directly or indirectly with such customers or competitors of the Firm or to terminate his or her relationship with the Firm on behalf of yourself or any other person, firm, Firm or corporation.

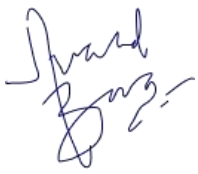
6. **Disputes and Arbitration**

Any dispute between yourself and the Firm shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore only.

Any arbitration shall be governed by Arbitration and Conciliations Act, 1996. The language of arbitration shall be English. The venue of arbitration shall be Bangalore. Determinant Studios reserves the rights to appoint the sole arbitrator.

7. **Unauthorized Absence from Work**

Your unauthorized absence from work for a continuous period of **5 Days** will be treated as absconding from duty. In the event of your not reporting to work within **5 Days** from the date of absence, the same would be treated as voluntary abandonment of service and it shall be deemed that you have resigned from the services of the Firm on your own accord. In such cases you will be liable to refund the salary in lieu of the shortfall in notice period along with any other expense or duties.



Signature of Candidate

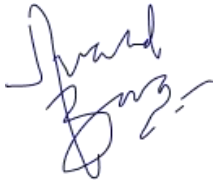
Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

Appendix II

#	**Details**	**Break-up**
1	Take home salary	4,00,000
2	Bonus	33,500
3	Medical Insurance	6,500

Please note that you are eligible for TDS. You have to give a statement about your annual investments.



Signature of Candidate

Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

06th September 2022

SUJITH P

Bengaluru

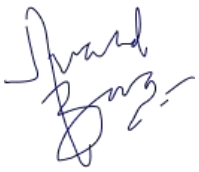
Dear SUJITH P

Determinant Studios ("the Firm") is pleased to offer you the position of **Software Engineer**, as per the terms discussed and mutually agreed. You will be based in Bangalore or any other place/city within India or outside India as decided by the Firm from time to time.

Your employment shall commence in 2023 and actual date of joining shall be communicated based on your last date of current academic year. In the event you fail to join on or before 1 week of communicated date, this contract shall stand terminated unless extended at the sole discretion of the Firm. You must treat the details of this offer with utmost confidentiality.

The Firm has extended this offer to you based upon your general knowledge, background, experience, skills and abilities and not because of your knowledge of your information. As a condition of employment with the Firm, you are expected to agree to the terms and conditions mentioned in Appendix I.

You will be on probation for the first three months of your employment beyond which you will be confirmed based on your performance and periodic assessments. Your CTC amounts to Rs. **4,00,000/-** for the first year of your employment. Salary revision will be based on individual as well as Firm performance, and increments, if any, are granted solely on merit as per Firm policy.



Signature of Candidate

Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

Appendix I

The terms and conditions of your employment with the Firm are as follows:

1. **Termination of Employment/ Notice Period**

- Either party will be allowed to terminate the contract of employment by giving **2 Months** of notice in writing, however subject to Firm's right to pay salary in lieu thereof or prorated amount.

- If you choose not to serve the notice period of **2 Months**, you should be liable for the losses to the Firm for which you should compensate for the remainder of the days of the Notice Period and deposit the same to avail relieving from employment.

- However, should you sign a service agreement/ Undertaking/ Bond with the Firm during the course of your employment, your termination of employment will be governed by the agreement/ Undertaking/ Bond.

- The Firm shall have the right to terminate this agreement forthwith, without any notice or without any reason in lieu of notice period, in the event of the following:

  - Violation on your part with regard to the authenticity of information declared by you at the time of joining.

  - Any misconduct on your part.

  - Failure to carry out your duties and obligations. This also includes any performance concerns raised by the customer projects you are working on. You will not be eligible for any encashment of leaves in such cases.

  - You are adjudged insolvent or become bankrupt, or are charged with any criminal offence.

  - The Firm is restricted from continuing to employ you by reason of any other legal incapability. Any data leak on your side will result in immediate termination and will also attract legal action.

- On Separation, you will immediately give up to the Firm before you are relieved, all correspondence, specification, formulae, documents, market data, literature, drawings, access, identity cards and property belonging to the Firm or related to its business which would have come in your possession during the course of employment. You are not to make or retain any copies of the same.

2. Working hours and Leaves

You will observe the working hours and holidays normally observed by the Firm at the location to which you are assigned. You will be eligible for Leave as per Firm Leave policy, which includes 10 days of casual leave and 10 days of privilege leave.

3. Trade Secrets and Confidential information

During the course of your employment, you will have access to and become familiar with various trade secrets and confidential information belonging to the Firm, and its customers. You shall acknowledge that such confidential information is owned and shall continue to be owned solely by the Firm and its customers as the case maybe. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Firm.

You are expected and bound to maintain utmost secrecy at all times even after cessation of employment in regards to the affairs of the Firm and shall keep confidential any information, whether written or oral which relates to internal controls, processes, algorithms, techniques or systems, or information concerning the business and financial affairs and methods of operation or proposed method of operation, sales and marketing, security procedures, trade secrets, patents, intellectual property rights of the Firm, and its customers.

Breach of this provision shall be treated as gross violation resulting in immediate termination of employment without notice besides initiating legal action.

4. Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks developed by you during the course of employment, including office time or while discharging or duties, or using Firm resources shall be the sole and exclusive property of the Firm.

The Firm reserves the right to proceed legally against you and recover damages, where any such intellectual property rights is sought to be protected by you independently of the Firm.

5. **Non-Disclosure**

You shall not, directly or indirectly, use, make available, sell, disclose or otherwise communicate to any person, other than in the course of your assigned duties and for the benefit of the Firm, either during the Employment Term or for a period of five (5) years thereafter, any nonpublic proprietary or confidential information, knowledge or data relating to the Company or any of its subsidiaries or affiliates that has been obtained by you during your employment by the Firm or has been obtained pursuant to any consulting services provided by you to Firm prior to your employment by the Firm. For purposes of this Agreement, non-public proprietary information means information proprietary to the Firm that is not generally known about the Firm's customers, products, services, personnel, pricing, sales strategy, technology, methods, processes, research, development, finances, systems, techniques, accounting, purchasing and plans, and any information about, or relating to, any of the Firm's customers or clients. All information disclosed to you or to which you obtained access, whether originated by you or by others, during the period that you are an employee of the Firm (such period being referred to as the "Employment Period") (whether prior to the Effective Date or thereafter), shall be presumed to be non-public proprietary information if it is so treated by the Firm or if you have a reasonable basis to believe it to be such. The foregoing shall not apply to information that (i) was known to the public prior to its disclosure to you; (ii) becomes known to the public subsequent to disclosure to you through no wrongful act of yours or any representative of yours; or (iii) You are required to disclose by applicable law, regulation or legal process (provided that you provide the Firm with prior notice of the contemplated disclosure and reasonably cooperates with the Firm at its expense in seeking a protective order or other appropriate protection of such information). Notwithstanding clauses (i) and (ii) of the preceding sentence, Your obligation to maintain such disclosed information in confidence shall not terminate where only portions of the information are in the public domain.

You agree that during the term of your employment or association with Firm, you will not engage with any other employment, occupation, consulting or any other business activity with any Third Party, directly related to the business in which the Firm is now involved or becomes involved during the term of your employment, nor will you engage in any other activity that conflicts with your obligations to the Firm. For a period of 2 years after this contract has been terminated for any reason, regardless of whether the termination is initiated by the Firm or yourself, you will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, Firm, firm or corporation who is or was (i) a customer of the Firm during a period of 2 years

prior to the termination of your employment on whose assignment you worked directly or indirectly during the course of your employment with the Firm, (ii) who is in competitive business with the Firm (Third Party), and whereby to carry out your functions with the Third Party, you may be obliged to use any trade secrets, and confidential information, intellectual property rights belonging to the Firm or Third Party information available to the Firm.

You shall not during the term of this employment or during the association with the Firm and a period of 2 years hereafter, solicit or cause or authorize directly or indirectly to be solicited, or accept or attempt to induce in any way any employee, advisor, consultant of the Firm to take up employment or to transact any sort of business directly or indirectly with such customers or competitors of the Firm or to terminate his or her relationship with the Firm on behalf of yourself or any other person, firm, Firm or corporation.

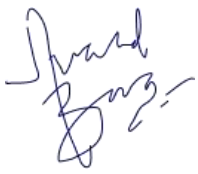
6. **Disputes and Arbitration**

Any dispute between yourself and the Firm shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore only.

Any arbitration shall be governed by Arbitration and Conciliations Act, 1996. The language of arbitration shall be English. The venue of arbitration shall be Bangalore. Determinant Studios reserves the rights to appoint the sole arbitrator.

7. **Unauthorized Absence from Work**

Your unauthorized absence from work for a continuous period of **5 Days** will be treated as absconding from duty. In the event of your not reporting to work within **5 Days** from the date of absence, the same would be treated as voluntary abandonment of service and it shall be deemed that you have resigned from the services of the Firm on your own accord. In such cases you will be liable to refund the salary in lieu of the shortfall in notice period along with any other expense or duties.



Signature of Candidate

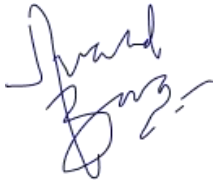
Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

Appendix II

#	**Details**	**Break-up**
1	Take home salary	4,00,000
2	Bonus	33,500
3	Medical Insurance	6,500

Please note that you are eligible for TDS. You have to give a statement about your annual investments.



Signature of Candidate

Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

06th September 2022

T K ABDUL AHAD

Bengaluru

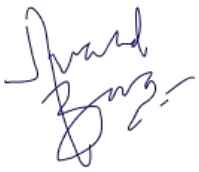
Dear T K ABDUL AHAD

Determinant Studios ("the Firm") is pleased to offer you the position of **Software Engineer**, as per the terms discussed and mutually agreed. You will be based in Bangalore or any other place/city within India or outside India as decided by the Firm from time to time.

Your employment shall commence in 2023 and actual date of joining shall be communicated based on your last date of current academic year. In the event you fail to join on or before 1 week of communicated date, this contract shall stand terminated unless extended at the sole discretion of the Firm. You must treat the details of this offer with utmost confidentiality.

The Firm has extended this offer to you based upon your general knowledge, background, experience, skills and abilities and not because of your knowledge of your information. As a condition of employment with the Firm, you are expected to agree to the terms and conditions mentioned in Appendix I.

You will be on probation for the first three months of your employment beyond which you will be confirmed based on your performance and periodic assessments. Your CTC amounts to Rs. **4,00,000/-** for the first year of your employment. Salary revision will be based on individual as well as Firm performance, and increments, if any, are granted solely on merit as per Firm policy.



Signature of Candidate

Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

Appendix I

The terms and conditions of your employment with the Firm are as follows:

1. **Termination of Employment/ Notice Period**

- Either party will be allowed to terminate the contract of employment by giving **2 Months** of notice in writing, however subject to Firm's right to pay salary in lieu thereof or prorated amount.

- If you choose not to serve the notice period of **2 Months**, you should be liable for the losses to the Firm for which you should compensate for the remainder of the days of the Notice Period and deposit the same to avail relieving from employment.

- However, should you sign a service agreement/ Undertaking/ Bond with the Firm during the course of your employment, your termination of employment will be governed by the agreement/ Undertaking/ Bond.

- The Firm shall have the right to terminate this agreement forthwith, without any notice or without any reason in lieu of notice period, in the event of the following:

  - Violation on your part with regard to the authenticity of information declared by you at the time of joining.

  - Any misconduct on your part.

  - Failure to carry out your duties and obligations. This also includes any performance concerns raised by the customer projects you are working on. You will not be eligible for any encashment of leaves in such cases.

  - You are adjudged insolvent or become bankrupt, or are charged with any criminal offence.

  - The Firm is restricted from continuing to employ you by reason of any other legal incapability. Any data leak on your side will result in immediate termination and will also attract legal action.

- On Separation, you will immediately give up to the Firm before you are relieved, all correspondence, specification, formulae, documents, market data, literature, drawings, access, identity cards and property belonging to the Firm or related to its business which would have come in your possession during the course of employment. You are not to make or retain any copies of the same.

2. Working hours and Leaves

You will observe the working hours and holidays normally observed by the Firm at the location to which you are assigned. You will be eligible for Leave as per Firm Leave policy, which includes 10 days of casual leave and 10 days of privilege leave.

3. Trade Secrets and Confidential information

During the course of your employment, you will have access to and become familiar with various trade secrets and confidential information belonging to the Firm, and its customers. You shall acknowledge that such confidential information is owned and shall continue to be owned solely by the Firm and its customers as the case maybe. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Firm.

You are expected and bound to maintain utmost secrecy at all times even after cessation of employment in regards to the affairs of the Firm and shall keep confidential any information, whether written or oral which relates to internal controls, processes, algorithms, techniques or systems, or information concerning the business and financial affairs and methods of operation or proposed method of operation, sales and marketing, security procedures, trade secrets, patents, intellectual property rights of the Firm, and its customers.

Breach of this provision shall be treated as gross violation resulting in immediate termination of employment without notice besides initiating legal action.

4. Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks developed by you during the course of employment, including office time or while discharging or duties, or using Firm resources shall be the sole and exclusive property of the Firm.

The Firm reserves the right to proceed legally against you and recover damages, where any such intellectual property rights is sought to be protected by you independently of the Firm.

5. **Non-Disclosure**

You shall not, directly or indirectly, use, make available, sell, disclose or otherwise communicate to any person, other than in the course of your assigned duties and for the benefit of the Firm, either during the Employment Term or for a period of five (5) years thereafter, any nonpublic proprietary or confidential information, knowledge or data relating to the Company or any of its subsidiaries or affiliates that has been obtained by you during your employment by the Firm or has been obtained pursuant to any consulting services provided by you to Firm prior to your employment by the Firm. For purposes of this Agreement, non-public proprietary information means information proprietary to the Firm that is not generally known about the Firm's customers, products, services, personnel, pricing, sales strategy, technology, methods, processes, research, development, finances, systems, techniques, accounting, purchasing and plans, and any information about, or relating to, any of the Firm's customers or clients. All information disclosed to you or to which you obtained access, whether originated by you or by others, during the period that you are an employee of the Firm (such period being referred to as the "Employment Period") (whether prior to the Effective Date or thereafter), shall be presumed to be non-public proprietary information if it is so treated by the Firm or if you have a reasonable basis to believe it to be such. The foregoing shall not apply to information that (i) was known to the public prior to its disclosure to you; (ii) becomes known to the public subsequent to disclosure to you through no wrongful act of yours or any representative of yours; or (iii) You are required to disclose by applicable law, regulation or legal process (provided that you provide the Firm with prior notice of the contemplated disclosure and reasonably cooperates with the Firm at its expense in seeking a protective order or other appropriate protection of such information). Notwithstanding clauses (i) and (ii) of the preceding sentence, Your obligation to maintain such disclosed information in confidence shall not terminate where only portions of the information are in the public domain.

You agree that during the term of your employment or association with Firm, you will not engage with any other employment, occupation, consulting or any other business activity with any Third Party, directly related to the business in which the Firm is now involved or becomes involved during the term of your employment, nor will you engage in any other activity that conflicts with your obligations to the Firm. For a period of 2 years after this contract has been terminated for any reason, regardless of whether the termination is initiated by the Firm or yourself, you will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, Firm, firm or corporation who is or was (i) a customer of the Firm during a period of 2 years

prior to the termination of your employment on whose assignment you worked directly or indirectly during the course of your employment with the Firm, (ii) who is in competitive business with the Firm (Third Party), and whereby to carry out your functions with the Third Party, you may be obliged to use any trade secrets, and confidential information, intellectual property rights belonging to the Firm or Third Party information available to the Firm.

You shall not during the term of this employment or during the association with the Firm and a period of 2 years hereafter, solicit or cause or authorize directly or indirectly to be solicited, or accept or attempt to induce in any way any employee, advisor, consultant of the Firm to take up employment or to transact any sort of business directly or indirectly with such customers or competitors of the Firm or to terminate his or her relationship with the Firm on behalf of yourself or any other person, firm, Firm or corporation.

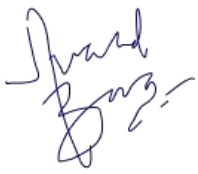
6. **Disputes and Arbitration**

Any dispute between yourself and the Firm shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore only.

Any arbitration shall be governed by Arbitration and Conciliations Act, 1996. The language of arbitration shall be English. The venue of arbitration shall be Bangalore. Determinant Studios reserves the rights to appoint the sole arbitrator.

7. **Unauthorized Absence from Work**

Your unauthorized absence from work for a continuous period of **5 Days** will be treated as absconding from duty. In the event of your not reporting to work within **5 Days** from the date of absence, the same would be treated as voluntary abandonment of service and it shall be deemed that you have resigned from the services of the Firm on your own accord. In such cases you will be liable to refund the salary in lieu of the shortfall in notice period along with any other expense or duties.



Signature of Candidate

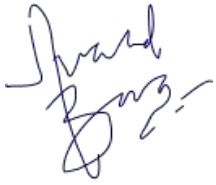
Determinant Studios

Determinant Studios
S3, #104,13th main 5th sector,
HSR layout Bangalore-560102
Karnataka, India

Appendix II

#	**Details**	**Break-up**
1	Take home salary	4,00,000
2	Bonus	33,500
3	Medical Insurance	6,500

Please note that you are eligible for TDS. You have to give a statement about your annual investments.



Signature of Candidate

Determinant Studios

Offer: Computer Consultancy
Ref: TCS/DT20218279516/Bangalore
Date: 11/9/2021

Dear Devesh Gupta,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

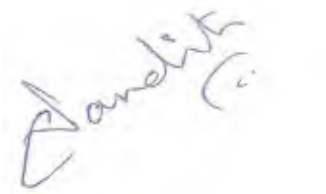
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Devesh Gupta**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

OFFER LETTER

Dear DEVISRI R,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500006/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500006**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Dear Dhathri S Rao

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 380000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Divya Jennifer**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

Divya Kishore

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Divya Jennifer Y

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Offer: Computer Consultancy
Ref: TCS/DT20218279526/Bangalore
Date: 11/9/2021

Dear Dixit Shetty,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

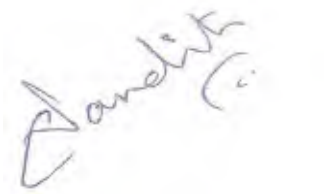
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Dixit Shetty**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCS/DT20218279531/Bangalore
Date: 11/9/2021

Dear DIXIT SHETTY,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

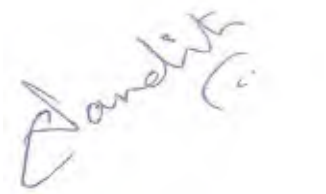
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**DIXIT SHETTY**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

DOMINIC XAVIER C

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Doraswamy Naidu

Dear **Doraswamy Naidu**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

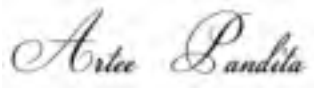
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **DUSHANTH K.K**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483017/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Dushyanth V

Dear **Dushyanth V**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

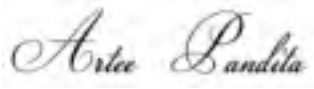
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Suchitra Choudhury, Clinical Director
#2153 D Block, Sahakar Nagar, Bengaluru
Phone: 7338012020 | Fax: (312) 929-0324
Email: schoudhury@earlyautismservices.com

RE: OFFER LETTER
NAME: MALSAWMDAWNGKIMI
Position: Behavior Therapist

Dear MALSAWMDAWNGKIMI,
After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team. I am pleased to extend to you this official offer of employment for the position of 'Behavior Therapist' at Early Autism Services, Bangalore.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

Your joining date is 1st April 2021. You will be working in one of our Bangalore Centres and will report to Janhavi Kelaskar, Centre Head. **Once your training period (Physical, clinical and theoretical training) is over, and you start working independently with clients,** your compensation and benefits package will include the following:

- Annual salary of Rs 2,40,000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.
On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.
The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

30th March 2021

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA
Clinical Director
EAS – Bangalore

Chief

Acknowledged and Accepted:

_____ _____

MALSAWMDAWNGKIMI PRINT & SIGN
Date MALSAWMDAWNGKIMI

Suchitra Choudhury, Clinical Director
#2153 D Block, Sahakar Nagar, Bengaluru
Phone: 7338012020 | Fax: (312) 929-0324
Email: schoudhury@earlyautismservices.com

RE: OFFER LETTER
NAME: TEMSUNARO
Position: Behavior Therapist

Dear TEMSUNARO,
After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team. I am pleased to extend to you this official offer of employment for the position of 'Behavior Therapist' at Early Autism Services, Bangalore.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

Your joining date is 1st April 2021. You will be working in one of our Bangalore Centres and will report to Janhavi Kelaskar, Centre Head. **Once your training period (Physical, clinical and theoretical training) is over, and you start working independently with clients,** your compensation and benefits package will include the following:

- Annual salary of Rs 2,40,000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.
On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.
The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

30th March 2021

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA
Clinical Director
EAS – Bangalore

Chief

Acknowledged and Accepted:

TEMSUNARO PRINT & SIGN

Date TEMSUNARO

Suchitra Choudhury, Clinical Director
#2153 D Block, Sahakar Nagar, Bengaluru
Phone: 7338012020 | Fax: (312) 929-0324
Email: schoudhury@earlyautismservices.com

RE: OFFER LETTER
NAME: VIGNESHWARAN S
Position: Behavior Therapist

Dear VIGNESHWARAN S,
After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team. I am pleased to extend to you this official offer of employment for the position of 'Behavior Therapist' at Early Autism Services, Bangalore.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

Your joining date is 1st April 2021. You will be working in one of our Bangalore Centres and will report to Janhavi Kelaskar, Centre Head. **Once your training period (Physical, clinical and theoretical training) is over, and you start working independently with clients,** your compensation and benefits package will include the following:

- Annual salary of Rs 2,40,000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.
On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.
The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

30th March 2021

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA
Clinical Director
EAS – Bangalore

Chief

Acknowledged and Accepted:

_____ _____

VIGNESHWARAN S PRINT & SIGN S

Date VIGNESHWARAN

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ADNAN RAZA,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ABDUL RAHIM ZAIN SHARIEFF,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ABEL SATISH CHERIAN,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ABHIJEET SINGH,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ABHISHEK C,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ABHISHEK S,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ABHISHEK S,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ADITYA .S,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ADITYA MAHENDRA,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear AFWAN PASHA,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear AISHWARIYA M,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ANTHONY NICHOLAS CRUZ,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear BHARATH R,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear BHUMIKA K,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear JAYADEV SINGH G,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear KALLURI POORVAJ,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear KAUSHIK N,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear KIRTI AGARWALA,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear MAHAVEER R JAIN,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear MARY.T.J,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear MOHAMMED DAIYYAN,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear MOHAMMED MUJAHID KHAN,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear PRAFUL .K,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear RENUKA PRASAD D,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear RUOT RIAK LORJOCH,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear SAMUEL ADITYA RAO,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear SANJANA M,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear SHAHAN ALI,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

20-02-2021

Dear ABIK EMMANUEL,

Ecolab is pleased to offer you the position of **Trainee** starting on **01-06-2021**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 900000 (Nine Lakh Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed.

The probation period can be extended further, if your performance/conduct is not satisfactory.

All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days.

All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

Joining Bonus:

In case your offer includes a joining bonus, the same will be paid at the time of confirmation which will be three months based on the role in the organization. If you leave Ecolab Digital Center within 12 months of your start date, you agree to re-pay Joining Bonus on or before the day of your full and final settlement at Ecolab Digital Center.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, you may be offered employment with Ecolab or the applicable subsidiary, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

CHANGE OF ADDRESS:

You shall keep ECOLAB informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (01-04-2021). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Supriya Ambuga
Supriya Ambuga (Feb 20, 2023 12:05 GMT+5.5)
Supriya Ambuga
Senior Director HR

Date:_____

Development Center:

ECOLAB DIGITAL CENTER PRIVATE LTD
Block-2, 6th Floor, Milestone Buildcon SEZ,
Thanisandra Main Road, Bangalore,

Salary Annexure

A: Salary Benefits:		
Components:	**Annual Salary**	**Monthly Salary**
1. Basic	3,04,151	25,346
2. HRA	1,21,660	10,138
3. LTA	30,415	2,535
4. Special Allowance	2,67,928	22,327
Total Gross - A	***7,24,154***	***60,346***
B: Retirement Benefits:		
5. Employers PF contribution	21,600	1,800
6. Gratuity	14,623	1,219
Total - B	***26,223***	***2,609***
Total - A+B	***7,60,377***	**62,955**
C. Joining Bonus	***50,000***	
D. Performance bonus 15% on A	**1,08,623**	
E - Other Benefits		
Insurance	35,000	
WFH setup	7,000	
Internet allowance	9,000	
Upskilling allowance	30,000	
Total	**81,000**	
Grand Total A to F	**900000**	

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.

2. Apart from the CTC indicated, company provide following benefits

Other Benefits

Benefits	**Frequency of Payment/ Claim**
1. **Group Medical Insurance**	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. **Group Life Insurance**	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. **Group Personal Accident Insurance**	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

LEAVE POLICY:

All policies are subject to change as deemed by the organization and the candidates/employees will be informed as and when the changes are implemented.

A. **Earned leave (EL):-** These are leaves which an individual team member accumulates or Earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. **Sick Leave:-** These are leaves which an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick

leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

Dear **ABILASH A**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **ABHIMANYU C P**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **AHMED AMEEN ABDULLAH NAJI**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **AISHWARYA M**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **ALLEN SEBASTIAN**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **ALOKA S**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **ALSTON CORERA J**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **ALSTON CORERA J**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **V PREETHI**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **SRI RAKSHA RAMESH**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **SURYA V**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **SWATHI PABBATHI**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **TILAK RAJ G**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **UMAR SAIT U**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **VISHAL B C**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **VISHWANATH ARVIND**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **YESHWANTH**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **Associate** at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com**

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear Meenu kumar

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362042**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear Mohammed Ismail,

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362042**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

OFFER LETTER

Dear ESAWANDA PASSAH,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500007/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500007**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear EVANGELINE PRISCILLA V,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500008/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500008**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

TeamLease™
Putting India to Work

FARKHALEETH AHAMED K M

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

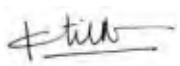
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

OFFER LETTER

Dear FATHIMA SAMAR,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500009/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500009**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear FATHIMATH SHIFA A P,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500010/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500010**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER
NAME: Fathmath Minha Adam

Dear Fathmath Minha Adam

After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

- Annual salary of Rs 2,40,000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.

On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.

The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA
Clinical Director
EAS – Bangalore

Chief

Acknowledged and Accepted:

_____ _____

OFFER LETTER

Dear FIZZA FARAH KHAN,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500011/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500011**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **FREDDY.V.MATHEW**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483001/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Fuhaid Ali Mohammed Ghaleb

Dear **Fuhaid Ali Mohammed Ghaleb**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

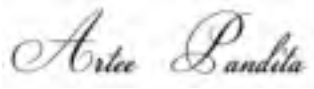
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **FUZAIL AHMED**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483018/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Dear G SHABREZ

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 330000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

OFFER LETTER

Dear G Swathi,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

GAURAV SINGH N

Dear **GAURAV SINGH N**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

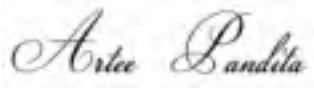
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

OFFER LETTER
NAME: Gauri Jayachandran

Dear Gauri Jayachandran

After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

- Annual salary of Rs 2,40,000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.

On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.

The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA
Clinical Director
EAS – Bangalore

Chief

Acknowledged and Accepted:

_____ _____

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **GAUTHAM RAO.S**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483002/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear GAYATHRI G,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500012/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500012**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear GEETIKA MEHRA,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500013/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500013**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

TeamLease™
Putting India to Work

GIRIDHARAN ARUL

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

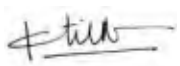
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

GOWTHAM V
Chennai

Dear GOWTHAM V

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

GOWTHAMI M

Dear **GOWTHAMI M**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

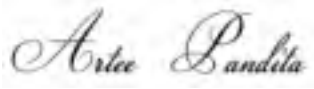
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

OFFER LETTER

Dear H Rithika Reddy,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Hani Hani Syed,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

Hariharan A

Dear **Hariharan A**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

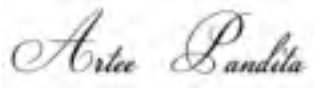
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **HARIHARAN.R**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483019/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Offer: Computer Consultancy
Ref: TCS/DT20218279501/Bangalore
Date: 11/9/2021

Dear Harini R,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

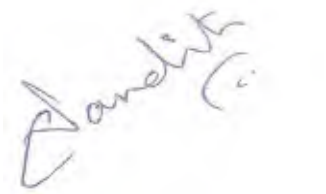
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Harini R**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Harish V

Dear **Harish V**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

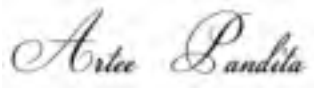
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Harsha Bhushan C P

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

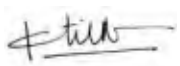
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

HARSHITH GOWDA H S

Dear **HARSHITH GOWDA H S**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

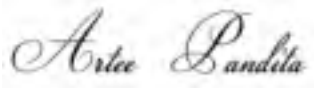
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

HARSHITH.M.GOWDA

Dear **HARSHITH.M.GOWDA**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

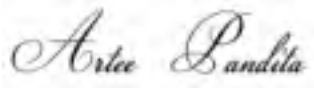
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

HARSHITHA.V.REDDY

Dear **HARSHITHA.V.REDDY**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

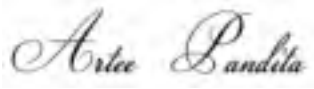
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

TeamLease™
Putting India to Work

HASSAN RASIKH

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/- (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non-Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co-terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/- shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at TeamLease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

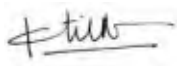
This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income-tax deductions, if applicable will be as per the Income-Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080-60000655

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: July 12, 2021

Dear Amrit Ashish,
#22, Aishwaraya niwas, 2nd cross
manorayana palaya, M. S Nagar Post, Bangalore,
Karnataka, India, 560032

Dear **Amrit Ashish,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 4, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB1-All ex 4F:1B,1D,2A,2B,2C .**Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.

Amrita Das

Vice President, Head-Global Rewards

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure 1

COMPENSATION PLAN

Name	**Ashish Kumar Singh**
Band	E1
Designation	Software Engineer
City	Chennai
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	**271,107**
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	**40,393**
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	**38,500**
COST TO COMPANY	**3,50,000**
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

TOTAL : Annual Flexi Basket	-
Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual	
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard…

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Chennai.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection.• In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)		
S. No	**Document Name**	**Number of Photocopies**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

1	NOIDA	**Mondays and Thursdays:** Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) **Tuesdays, Wednesdays and Fridays**: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

Disclaimer:

Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

.

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

  Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

  *The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.
Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: July 12, 2021

Dear Ashish Kumar Singh,
#51, Aishwaraya niwas, 2nd cross
manorayana palaya, R.T.Nagar Post, Bangalore,
Karnataka, India, 560032

Dear **Ashish Kumar Singh,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 4, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB1-All ex 4F:1B,1D,2A,2B,2C .**Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.

Amrita Das

Vice President, Head-Global Rewards

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure 1

COMPENSATION PLAN

Name	**Ashish Kumar Singh**
Band	E1
Designation	Software Engineer
City	Chennai
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	**271,107**
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	**40,393**
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	**38,500**
COST TO COMPANY	**3,50,000**
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

TOTAL : Annual Flexi Basket	-
Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual	
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard…

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Chennai.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection.• In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)		
S. No	**Document Name**	**Number of Photocopies**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

1	NOIDA	**Mondays and Thursdays:** Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) **Tuesdays, Wednesdays and Fridays**: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

Disclaimer:

Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

.

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

  Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

  *The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.
Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: July 12, 2021

Dear Swathi K,
#51, Aishwaraya niwas, 2nd cross
manorayana palaya, S.T.Nagar Post, Bangalore,
Karnataka, India, 560032

Dear **Swathi K,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 4, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB1-All ex 4F:1B,1D,2A,2B,2C .**Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.

Amrita Das

Vice President, Head-Global Rewards

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure 1

COMPENSATION PLAN

Name	**Ashish Kumar Singh**
Band	E1
Designation	Software Engineer
City	Chennai
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	**271,107**
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	**40,393**
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	**38,500**
COST TO COMPANY	**3,50,000**
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

TOTAL : Annual Flexi Basket	-
Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual	
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard…

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Chennai.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection.• In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)		
S. No	**Document Name**	**Number of Photocopies**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

1	NOIDA	**Mondays and Thursdays:** Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) **Tuesdays, Wednesdays and Fridays**: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

Disclaimer:

Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

.

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

  Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

  *The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.
Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: July 12, 2021

Dear TANISHQ Valluru,
#22, Aishwaraya niwas, 2nd cross
manorayana palaya, M. S Nagar Post, Bangalore,
Karnataka, India, 560032

Dear **TANISHQ Valluru,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 4, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB1-All ex 4F:1B,1D,2A,2B,2C .**Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.

Amrita Das

Vice President, Head-Global Rewards

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure 1

COMPENSATION PLAN

Name	**Ashish Kumar Singh**
Band	E1
Designation	Software Engineer
City	Chennai
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	**271,107**
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	**40,393**
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	**38,500**
COST TO COMPANY	**3,50,000**
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

TOTAL : Annual Flexi Basket	-
Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual	
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard…

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Chennai.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection.• In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)		
S. No	**Document Name**	**Number of Photocopies**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

1	NOIDA	**Mondays and Thursdays:** Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) **Tuesdays, Wednesdays and Fridays**: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

Disclaimer:

Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

.

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

  Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

  *The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.
Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: July 12, 2021

Dear Vani G M,
#22, Aishwaraya niwas, 2nd cross
manorayana palaya, M. S Nagar Post, Bangalore,
Karnataka, India, 560032

Dear **Vani G M,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 4, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB1-All ex 4F:1B,1D,2A,2B,2C .**Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.

Amrita Das

Vice President, Head-Global Rewards

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure 1

COMPENSATION PLAN

Name	**Ashish Kumar Singh**
Band	E1
Designation	Software Engineer
City	Chennai
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	**271,107**
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	**40,393**
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	**38,500**
COST TO COMPANY	**3,50,000**
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

TOTAL : Annual Flexi Basket	-
Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual	
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard…

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Chennai.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection.• In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)		
S. No	**Document Name**	**Number of Photocopies**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

1	NOIDA	**Mondays and Thursdays:** Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) **Tuesdays, Wednesdays and Fridays**: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

Disclaimer:

Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

.

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

  Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

  *The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.
Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

Signature of Employee:

HEMADARI RAMARAJU
Chennai

Dear HEMADARI RAMARAJU

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable

law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include

transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

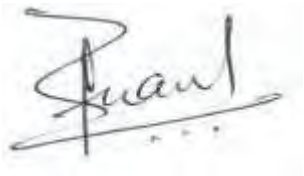
Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:*30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -**
   Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

HEMANT.R.SOMANNAVAR

Dear **HEMANT.R.SOMANNAVAR**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:

Artee Pandita

Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

HEYY
#921, Lakshmi Towers, Level 2, 5th Main Road,
Sector 7, HSR Layout, Bangalore – 560102. Karnataka, India.

Ref No: DSIP/AD/HR/CIOL/2021/003

7 April 2021

KEMO DOUMBOUYA
S/O Suresh Kumar Jangir,
#4, 2nd Cross,
Flower Garden,
Babusaplya,
Kalyan Nagar,
Bangalore- 560043

Sub: - OFFER LETTER

With reference to the discussion, we had with you on **5th April, 2021** we are pleased to offer you Internship with the stipend of **Rs.10,000/month With PPO 300000** in our company.

Your internship for **6** months would be commencing from **3rd May,2021** and we expect you to join us on the date, beyond which the Internship offer would stand withdrawn, unless a new date is agreed to, by us in writing.

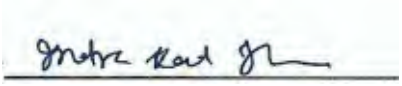
On the date of your joining, you may please bring along the following documents:

1. Copies of certificates/ diplomas / degrees of educational qualifications. (Std. X, Std. XII, Graduation and postgraduation).
2. Aadhar Card
3. PAN Card

Your appointment will be subject to verification of references.

We welcome you to the Deevia Family as we look forward to your joining for a long, successful and mutually beneficial association.

Please sign the copy and send us a scan of this letter as a token of acceptance of the same.



_____ Indrakant Thakur
Vivek Jangir S

Managing Director

Dear ANNISH J K,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd., ("HSIN" or "Company").**

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **July-2021, however the exact date of joining will be intimated to you later.**

Your compensation plan is as per **Annexure A.**

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of **20-Aug-2021.**
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our **Bangalore** office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).

- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.
- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.

- **All Original documents for verification.**
  Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 20-Aug-2021.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards
For Hitachi Solutions India Pvt Ltd

Hitendra Singh
Vice President - Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

Aadhaar eSigned by Megha S, Email: megha.s@cmr.edu.in, Date: 18-Aug-2022 10:01 AM +05:30, DocID: a8a764e6-2db0-4df5-9a2b-a25dab9100ec.

Annexure A

COMPENSATION STRUCTURE : ANNISH J K		
TITLE: Software Engineer	**BAND:**	**L0**
	Monthly (INR)	**Annual (INR)**
Fixed Salary (A)		
Basic Salary	22000	264000
House Rent Allowance	11000	132000
Retaining Allowance	6552	78628
Total Monthly Salary (A)	**39552**	**474628**
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31680
Group Medical Insurance		31000
Gratuity		12692
Total Components (B)		**75372**
Gross Cost to Company (A+B)		**550000**
Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR.		

Dear APURVA VATSHYA,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd., ("HSIN" or "Company").**

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **July-2021, however the exact date of joining will be intimated to you later.**

Your compensation plan is as per **Annexure A.**

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of **20-Aug-2021.**
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our **Bangalore** office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).

- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.
- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.

- **All Original documents for verification.**
  Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 20-Aug-2021.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards
For Hitachi Solutions India Pvt Ltd

Hitendra Singh
Vice President - Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

Aadhaar eSigned by Megha S, Email: megha.s@cmr.edu.in, Date: 18-Aug-2022 10:01 AM +05:30, DocID: a8a764e6-2db0-4df5-9a2b-a25dab9100ec.

Annexure A

COMPENSATION STRUCTURE : APURVA VATSHYA		
TITLE: Software Engineer	**BAND:**	**L0**
	Monthly (INR)	**Annual (INR)**
Fixed Salary (A)		
Basic Salary	22000	264000
House Rent Allowance	11000	132000
Retaining Allowance	6552	78628
Total Monthly Salary (A)	**39552**	**474628**
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31680
Group Medical Insurance		31000
Gratuity		12692
Total Components (B)		**75372**
Gross Cost to Company (A+B)		**550000**
Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR.		

Dear DANUSH B,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd., ("HSIN" or "Company").**

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **July-2021, however the exact date of joining will be intimated to you later.**

Your compensation plan is as per **Annexure A.**

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of **20-Aug-2021.**
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our **Bangalore** office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).

- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.
- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.

- **All Original documents for verification.**
  Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 20-Aug-2021.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards
For Hitachi Solutions India Pvt Ltd

Hitendra Singh
Vice President - Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

Aadhaar eSigned by Megha S, Email: megha.s@cmr.edu.in, Date: 18-Aug-2022 10:01 AM +05:30, DocID: a8a764e6-2db0-4df5-9a2b-a25dab9100ec.

Annexure A

COMPENSATION STRUCTURE : DANUSH B		
TITLE: Software Engineer	**BAND:**	**L0**
	Monthly (INR)	**Annual (INR)**
Fixed Salary (A)		
Basic Salary	22000	264000
House Rent Allowance	11000	132000
Retaining Allowance	6552	78628
Total Monthly Salary (A)	**39552**	**474628**
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31680
Group Medical Insurance		31000
Gratuity		12692
Total Components (B)		**75372**
Gross Cost to Company (A+B)		**550000**
Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR.		

Dear J SHASHANK YADAV,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd., ("HSIN" or "Company").**

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **July-2021, however the exact date of joining will be intimated to you later.**

Your compensation plan is as per **Annexure A.**

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of **20-Aug-2021.**
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our **Bangalore** office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).

- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.
- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.

- **All Original documents for verification.**
  Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 20-Aug-2021.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards
For Hitachi Solutions India Pvt Ltd

Hitendra Singh
Vice President - Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

Aadhaar eSigned by Megha S, Email: megha.s@cmr.edu.in, Date: 18-Aug-2022 10:01 AM +05:30, DocID: a8a764e6-2db0-4df5-9a2b-a25dab9100ec.

Annexure A

COMPENSATION STRUCTURE : J SHASHANK YADAV		
TITLE: Software Engineer	**BAND:**	**L0**
	Monthly (INR)	**Annual (INR)**
Fixed Salary (A)		
Basic Salary	22000	264000
House Rent Allowance	11000	132000
Retaining Allowance	6552	78628
Total Monthly Salary (A)	**39552**	**474628**
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31680
Group Medical Insurance		31000
Gratuity		12692
Total Components (B)		**75372**
Gross Cost to Company (A+B)		**550000**
Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR.		

Dear KARAN B,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd., ("HSIN" or "Company").**

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **July-2021, however the exact date of joining will be intimated to you later.**

Your compensation plan is as per **Annexure A.**

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of **20-Aug-2021.**
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our **Bangalore** office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).

- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.
- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.

- **All Original documents for verification.**
  Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 20-Aug-2021.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards
For Hitachi Solutions India Pvt Ltd

Hitendra Singh
Vice President - Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

Aadhaar eSigned by Megha S, Email: megha.s@cmr.edu.in, Date: 18-Aug-2022 10:01 AM +05:30, DocID: a8a764e6-2db0-4df5-9a2b-a25dab9100ec.

Annexure A

COMPENSATION STRUCTURE : KARAN B		
TITLE: Software Engineer	**BAND:**	**L0**
	Monthly (INR)	**Annual (INR)**
Fixed Salary (A)		
Basic Salary	22000	264000
House Rent Allowance	11000	132000
Retaining Allowance	6552	78628
Total Monthly Salary (A)	**39552**	**474628**
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31680
Group Medical Insurance		31000
Gratuity		12692
Total Components (B)		**75372**
Gross Cost to Company (A+B)		**550000**
Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR.		

DocuSign Envelope ID: 924A5E22-079B-4A2F-8F6B-020F8665A837

19th October 2022

Namitha Suresh

Subject: TRAINEE OFFER LETTER

Dear Namitha Suresh,

We are pleased to offer you placement as a "**Trainee – Analyst**" at the **Bengaluru** office of HSO India Private Limited (the "**Company**"). Your placement as a Trainee – Analyst with the Company will be for a period of 3 (three) months starting from the **5th December 2022**. During the period of your placement as a Trainee – Analyst, you will be based at **Bengaluru** reporting to the Associate Director or such other person as the Company may determine from time to time.

You shall be governed by the following terms during the period of your training with the Company:

1. You will be entitled to a monthly stipend of Rs. **12,000/- (Rupees Twelve Thousand only)**, less any applicable deductions and withholdings, during the period of your training as a "Trainee – Analyst" with the Company. You shall not be entitled to any other benefits which are available to the employees of the Company during the training period.

2. On successful completion of the training, you will be eligible to obtain a certificate from the Company in respect of successful completion of the training, which shall *inter alia* record the attendance, conduct and quality of work done. The aforesaid certificate shall be in the format prescribed by the Company.

3. Your placement as a **"Trainee – Analyst"** with the Company shall not automatically entitle you to join the services of the Company as an employee and you shall have no claim in respect of the same. Further, during the course of your training with the Company, you shall not represent yourself as being an employee of the Company. However, upon successful completion of your training, the Company may, at its sole and absolute discretion, offer you employment with the Company on such terms and conditions that the Company may deem fit and appropriate.

4. Subject to successful completion of your training as a Trainee – Analyst to the satisfaction of the Company in its sole and absolute discretion and upon securing the requisite certifications as required by the Company, you will be offered employment for the position of Analyst – Business Applications with the Company under an Appointment Letter to be issued to you by the Company. Further, in terms of the Appointment Letter in respect of your possible employment for the position of Analyst

DocuSign Envelope ID: 924A5E22-079B-4A2F-8F6B-020F8665A837

– Business Applications with the Company, you shall be on probation for an initial period of 6 (six) months from the date of the Appointment Letter.

5. You shall during the term of training and during the probation period, devote yourself exclusively to the business of the Company and in particular to the work assigned to you. You will not take up any other employment or work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business during the term of training and during the probation period with the Company.

6. During the term of training with the Company, you will not undertake any activity or provide any assistance to any activity, which creates or could create, an actual or perceived conflict of interest, or which in any way compromises your duty of loyalty to the Company.

7. Your work during the term of training with the Company will be subject to the rules and regulations of the Company as laid down in relation to conduct, discipline and other matters.

8. If, during the course of your training with the Company, you either wholly or partially, make, invent, suggest or in any manner acquire any inventions or proprietary rights capable of being used in or relating to the business of Company, the same will be deemed to have been made, invented, suggested or acquired on behalf and for the benefit of the Company alone, and you shall, at the request and cost of the Company, assign the same to the Company and relinquish any claims over the same.

9. If any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed or concealed any material information, or if you are found by the Company to be guilty of misconduct (including drunkenness, dishonesty, absence without leave, indiscipline, infringement of the Company's regulations and disobedience to lawful orders or instructions) or conduct yourself in a manner which would bring the Company or its employees into disrepute, or if you borrow money from any of the customers of the Company or from anyone dealing with the Company, you will be discharged immediately without notice, and in such cases, you will have no claim whatsoever on the Company.

10. You will not, either during the course of your training with the Company or after the completion or termination/ expiry of the training period with the Company, divulge to anyone any information relating to the Company's business or any of its affairs.

11. You acknowledge that during the course of training with the Company, you may have access to or receive any information or material (in any form or medium) which the Company considers proprietary and confidential, whether or not specifically marked as confidential, that is of commercial value to the Company and is not available in the public domain. You agree to receive and hold such confidential information in strict

DocuSign Envelope ID: 924A5E22-079B-4A2F-8F6B-020F8665A837

and absolute confidence and shall not disclose the same to others. You agree and acknowledge that any disclosure of any confidential information prohibited herein or any breach of the provisions herein may result in irreparable injury and damage to the Company which cannot be adequately compensated in monetary damages, that the Company will have no adequate remedy at law therefor, and that the Company may, in addition to all other remedies available to it at law or in equity, obtain such preliminary, temporary or permanent mandatory or restraining injunctions, orders or decrees as may be necessary to protect the Company against, or on account of, any breach of the provisions contained herein. You further agree to indemnify and reimburse the Company in respect of the losses and damages which may have been suffered by the Company as may be determined by a competent court/ authority, and also reasonable legal fees and other costs incurred by the Company in this regard. The above confidentiality and indemnification obligations shall survive termination/ expiry of your training period with the Company.

12. In consideration of the training to be imparted by the Company to you during the course of your training, you hereby covenant, undertake and agree as follows:

a) Subject to successful completion of your training as a Trainee – Analyst to the satisfaction of the Company in its sole and absolute discretion and upon securing the requisite certifications as required by the Company, you will be offered and shall take up employment for the position of Analyst – Business Applications with the Company under an Appointment Letter to be issued to you by the Company; and thereupon, you shall continue to be in the employment of the Company on the terms and conditions more fully contained in the Appointment Letter/ Employment Agreement; and shall not leave the employment of the Company for a minimum period of 2 (two) years from the date of your employment in the position of Analyst – Business Applications with the Company as per the terms and conditions more fully contained in the Appointment Letter/ Employment Agreement.

b) In the event that you leave the Company's employment, either voluntarily or at the Company's behest on account of any misconduct (including drunkenness, dishonesty, absence without leave, indiscipline, infringement of the Company's regulations and disobedience to lawful orders or instructions), either during the training period or within the minimum period of 2 (two) years from the date of your employment in the position of Analyst – Business Applications with the Company, you will reimburse to the Company the investment and expenses incurred by the Company towards imparting specialized training and enhancing professional abilities and skills during your training period (**"Training Expenses"**), computed in the following manner:

DocuSign Envelope ID: 924A5E22-079B-4A2F-8F6B-020F8665A837

TIME OF LEAVING THE COMPANY	TRAINING EXPENSES TO BE REIMBURSED
After successful completion of the training program and upon securing the certifications.	Amount actually spent by the Company towards Training Expenses until the date of the Trainee – Analyst leaving the Company (subject to a maximum of Rs. 1,00,000/-)
Within 2 (two) years from the date of your employment in the position of Analyst – Business Applications with the Company.	The overall investment and expenses incurred by the Company towards imparting specialized training and enhancing professional abilities and skills during training and subsequent employment with the Company (subject to a maximum of Rs. 5,00,000/-).

c) You agree and understand that the aforesaid sums are an accurate estimate of the amount that will be spent by the Company towards imparting specialized training and enhancing professional abilities and skills during the course of your training period and subsequent employment with the Company.

d) In the event you commit any default in reimbursing the Training Expenses undertaken to be reimbursed in sub-clause (b) above, the Company shall, without prejudice to its other rights and remedies, be entitled to, and you hereby authorize the Company to withhold any amount that might be lying with the Company or falling due from the Company to you, towards the reimbursable expenses, except such amounts as are compulsorily payable to you under applicable laws. In addition, the Company shall also be entitled to withhold voluntary benefits such as relieving certificates and other benefits that accrue to you from the Company, but that are not compulsory in law.

13. Further, subject to successful completion of your training as a Trainee – Analyst to the satisfaction of the Company and upon your being offered employment for the position of Analyst – Business Applications under an Appointment Letter to be issued to you by the Company, you shall be on probation for an initial period of 6 (six) months from the date of the Appointment Letter to evaluate your performance on live projects to follow as part of full-time employment with the Company. In the event that you resign or terminate your employment with the Company within the minimum period of 2 (two) years from the date of your employment in the position of Analyst – Business Applications with the Company, you will be liable to reimburse the Training Expenses incurred by the Company towards imparting specialized training and enhancing professional abilities and skills during the course of your training period and subsequent employment with the Company. However, in case the Company

DocuSign Envelope ID: 924A5E22-079B-4A2F-8F6B-020F8665A837

terminates your employment during the probation period on account of unsatisfactory performance and related issues, you will not be liable to reimburse the Training Expenses to the Company.

14. At any time during the term of your training, the Company shall have the right to terminate your training as a Trainee – Analyst with the Company by providing you 2 (two) weeks' notice in writing. However, you will not be entitled to terminate this arrangement for any reason whatsoever, and in the event of your failure to complete the term of your training as a Trainee – Analyst, you shall be liable to refund to the Company all amounts paid to you by the Company as and by way of stipend, till the date of your ceasing your training as a Trainee – Analyst with the Company.

This letter sets forth the terms of your placement as a Trainee – Analyst with the Company and supersedes any prior representations or agreements, whether written or oral. A duplicate original of this offer is enclosed for your records. Please sign and return this Offer Letter as a confirmation of your acceptance thereof. This offer will expire on **October 20th, 2022.**

We look forward to having you join us as a Trainee – Analyst.

Sincerely,

DocuSigned by:
Prabhat Nagaraj
54FEFB94816F4B3...
21 October 2022 | 13:15:49 CEST

For:
HSO India Private Limited

I have read this Trainee Offer Letter and agree to the terms contained herein.

The date of commencement of my training as a Trainee – Analyst with the Company will be from_____.

_____
Name:
Date:

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045391
Applicant ID - 4394162

05-Apr-2021

ABDUL AHAD SAIT

Dear ABDUL AHAD SAIT,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045391
Applicant ID - 4394162

05-Apr-2022

ABDUL AHAD SAIT

Dear ABDUL AHAD SAIT,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - R T NAGAR_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.
The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384045391

- ABDUL AHAD SAIT

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045391

ABDUL AHAD SAIT

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

- Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    a) Any breach of the conditions mentioned in this letter on your part
    b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement

    c) Any incorrect information furnished by you like:
- Mismatch in your previous employment data even for a day
- Mismatch in your previous pay slip
- Fake qualification certificates etc; and

    d) Suppression of any material information by you.

    e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384045391

ABDUL AHAD SAIT

General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.

- You will be bound by the Rules and Regulations of the Bank.

- You will keep us informed of any change in your residential address.

- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements. If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

I have read all the terms and conditions of the offer and would like to confirm my acceptance

Signature of Applicant

Reference No. - 1384045391
ABDUL AHAD SAIT

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045391
ABDUL AHAD SAIT

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password**.**

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : ABDUL AHAD SAIT
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	16,000	1,74,000
Superannuation Allowance **	1050.00	12,600
Total	**23,550**	**2,82,600**

Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	**25,933**	**3,11,196**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**28196**	**338196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 05-Apr-2021

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045389
Applicant ID - 4394160

05-Apr-2021

JAHNAVI R

Dear JAHNAVI R,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045389
Applicant ID - 4394160

05-Apr-2022

JAHNAVI R

Dear JAHNAVI R,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - R T NAGAR_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.
The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384045389

- JAHNAVI R

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045389

JAHNAVI R

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

- Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    a) Any breach of the conditions mentioned in this letter on your part
    b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement

    c) Any incorrect information furnished by you like:
- Mismatch in your previous employment data even for a day
- Mismatch in your previous pay slip
- Fake qualification certificates etc; and

    d) Suppression of any material information by you.

    e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384045389

JAHNAVI R

General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.

- You will be bound by the Rules and Regulations of the Bank.

- You will keep us informed of any change in your residential address.

- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements. If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

I have read all the terms and conditions of the offer and would like to confirm my acceptance

Signature of Applicant

Reference No. - 1384045389
JAHNAVI R

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045389
JAHNAVI R

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password**.**

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : JAHNAVI R
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	16,000	1,74,000
Superannuation Allowance **	1050.00	12,600
Total	**23,550**	**2,82,600**

Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	**25,933**	**3,11,196**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**28196**	**338196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 05-Apr-2021

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045390
Applicant ID - 4394161

05-Apr-2021

JERIN JACOB

Dear JERIN JACOB,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045390
Applicant ID - 4394161

05-Apr-2022

JERIN JACOB

Dear JERIN JACOB,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - R T NAGAR_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.
The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384045390

- JERIN JACOB

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045390

JERIN JACOB

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

- Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    a) Any breach of the conditions mentioned in this letter on your part
    b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement

    c) Any incorrect information furnished by you like:
- Mismatch in your previous employment data even for a day
- Mismatch in your previous pay slip
- Fake qualification certificates etc; and

    d) Suppression of any material information by you.

    e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384045390

JERIN JACOB

General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.

- You will be bound by the Rules and Regulations of the Bank.

- You will keep us informed of any change in your residential address.

- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements. If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

I have read all the terms and conditions of the offer and would like to confirm my acceptance

Signature of Applicant

Reference No. - 1384045390
JERIN JACOB

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045390
JERIN JACOB

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password**.**

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : JERIN JACOB
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	16,000	1,74,000
Superannuation Allowance **	1050.00	12,600
Total	**23,550**	**2,82,600**

Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	**25,933**	**3,11,196**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**28196**	**338196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 05-Apr-2021

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045385
Applicant ID - 4394156

05-Apr-2021

Jobin Cyriac

Dear Jobin Cyriac,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045385
Applicant ID - 4394156

05-Apr-2022

Jobin Cyriac

Dear Jobin Cyriac,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - R T NAGAR_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.
The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384045385

- Jobin Cyriac

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045385

Jobin Cyriac

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

- Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    a) Any breach of the conditions mentioned in this letter on your part
    b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement

    c) Any incorrect information furnished by you like:
- Mismatch in your previous employment data even for a day
- Mismatch in your previous pay slip
- Fake qualification certificates etc; and

    d) Suppression of any material information by you.

    e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384045385

Jobin Cyriac

General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.

- You will be bound by the Rules and Regulations of the Bank.

- You will keep us informed of any change in your residential address.

- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements. If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

I have read all the terms and conditions of the offer and would like to confirm my acceptance

Signature of Applicant

Reference No. - 1384045385 Jobin Cyriac

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045385 Jobin Cyriac

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password**.**

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Jobin Cyriac
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	16,000	1,74,000
Superannuation Allowance **	1050.00	12,600
Total	**23,550**	**2,82,600**

Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	**25,933**	**3,11,196**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**28196**	**338196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 05-Apr-2021

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045387
Applicant ID - 4394158

05-Apr-2021

PAPIREDDYGARI KEERTHI REDDY

Dear PAPIREDDYGARI KEERTHI REDDY,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045387
Applicant ID - 4394158

05-Apr-2022

PAPIREDDYGARI KEERTHI REDDY

Dear PAPIREDDYGARI KEERTHI REDDY,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - R T NAGAR_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.
The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384045387

- PAPIREDDYGARI KEERTHI REDDY

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045387
PAPIREDDYGARI KEERTHI
REDDY

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

- Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    a) Any breach of the conditions mentioned in this letter on your part
    b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement

    c) Any incorrect information furnished by you like:
- Mismatch in your previous employment data even for a day
- Mismatch in your previous pay slip
- Fake qualification certificates etc; and

    d) Suppression of any material information by you.

    e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384045387

PAPIREDDYGARI KEERTHI
REDDY

General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.

- You will be bound by the Rules and Regulations of the Bank.

- You will keep us informed of any change in your residential address.

- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements. If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

I have read all the terms and conditions of the offer and would like to confirm my acceptance

Signature of Applicant

Reference No. - 1384045387
PAPIREDDYGARI KEERTHI
REDDY

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045387
PAPIREDDYGARI KEERTHI
REDDY

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password**.**

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : PAPIREDDYGARI KEERTHI REDDY
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	16,000	1,74,000
Superannuation Allowance **	1050.00	12,600
Total	**23,550**	**2,82,600**

Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	**25,933**	**3,11,196**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**28196**	**338196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 05-Apr-2021

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045386
Applicant ID - 4394157

05-Apr-2021

SHIVAKUMAR

Dear SHIVAKUMAR,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045386
Applicant ID - 4394157

05-Apr-2022

SHIVAKUMAR

Dear SHIVAKUMAR,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - R T NAGAR_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.
The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384045386

- SHIVAKUMAR

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045386

SHIVAKUMAR

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

- Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    a) Any breach of the conditions mentioned in this letter on your part
    b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement

    c) Any incorrect information furnished by you like:
- Mismatch in your previous employment data even for a day
- Mismatch in your previous pay slip
- Fake qualification certificates etc; and

    d) Suppression of any material information by you.

    e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384045386

SHIVAKUMAR

General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.

- You will be bound by the Rules and Regulations of the Bank.

- You will keep us informed of any change in your residential address.

- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements. If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

I have read all the terms and conditions of the offer and would like to confirm my acceptance

Signature of Applicant

Reference No. - 1384045386
SHIVAKUMAR

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045386
SHIVAKUMAR

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password**.**

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : SHIVAKUMAR
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	16,000	1,74,000
Superannuation Allowance **	1050.00	12,600
Total	**23,550**	**2,82,600**

Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	**25,933**	**3,11,196**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**28196**	**338196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 05-Apr-2021

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045388
Applicant ID - 4394159

05-Apr-2021

SOMIYA

Dear SOMIYA,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

PRIVATE AND CONFIDENTIAL

Reference No. - 1384045388
Applicant ID - 4394159

05-Apr-2022

SOMIYA

Dear SOMIYA,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BENGALURU - R T NAGAR_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.
The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384045388

- SOMIYA

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045388

SOMIYA

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

- Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    a) Any breach of the conditions mentioned in this letter on your part
    b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement

    c) Any incorrect information furnished by you like:
- Mismatch in your previous employment data even for a day
- Mismatch in your previous pay slip
- Fake qualification certificates etc; and

    d) Suppression of any material information by you.

    e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384045388

SOMIYA

General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.

- You will be bound by the Rules and Regulations of the Bank.

- You will keep us informed of any change in your residential address.

- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements. If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

I have read all the terms and conditions of the offer and would like to confirm my acceptance

Signature of Applicant

Reference No. - 1384045388
SOMIYA

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384045388
SOMIYA

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password**.**

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : SOMIYA
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	16,000	1,74,000
Superannuation Allowance **	1050.00	12,600
Total	**23,550**	**2,82,600**

Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	**25,933**	**3,11,196**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**28196**	**338196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 05-Apr-2021

INDUMATHI K
Chennai

Dear INDUMATHI K

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

INDUPRIYA M

Dear **INDUPRIYA M**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

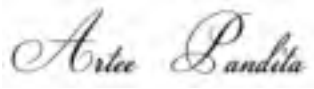
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Dear Iram Fathima

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Suchitra Choudhury, Clinical Director

RE: OFFER LETTER
NAME: IRENE C LALRINDIKI
Position: Behaviour Therapist

Dear IRENE C LALRINDIKI

After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team. I am pleased to extend to you this official offer of employment for the position of ' Behaviour Therapist' at Early Autism Services, Bangalore.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

You will be working in one of our Bangalore Centres and will report to Janhavi Kelaskar, Centre Head. **Once your training period (Physical, clinical and theoretical training) is over, and you start working independently with clients,** your compensation and benefits package will include the following:

- Annual salary of Rs 400000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.

On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.

The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA Chief
Clinical Director
EAS – Bangalore

Acknowledged and Accepted:

_____ _____

Date

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **ISHANT DOSI**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483020/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Jahnavi R,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

JASIM SHAMIM AHMAD
Chennai

Dear JASIM SHAMIM AHMAD

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **JAYADEEP R**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483021/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Dear Jayant Kendole

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 380000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Suchitra Choudhury, Clinical Director

RE: OFFER LETTER
NAME: JAYANTH KUMAR N
Position: Behaviour Therapist

Dear JAYANTH KUMAR N

After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team. I am pleased to extend to you this official offer of employment for the position of ' Behaviour Therapist' at Early Autism Services, Bangalore.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

You will be working in one of our Bangalore Centres and will report to Janhavi Kelaskar, Centre Head. **Once your training period (Physical, clinical and theoretical training) is over, and you start working independently with clients,** your compensation and benefits package will include the following:

- Annual salary of Rs 400000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.

On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.

The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA Chief
Clinical Director
EAS – Bangalore

Acknowledged and Accepted:

_____ _____

Date

JEEVAN A
Chennai

Dear JEEVAN A

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Jeevitha S

Dear **Jeevitha S**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

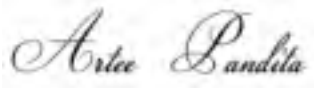
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Jenith velpula

Dear **Jenith velpula**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

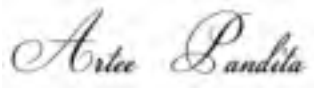
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Dear Jennifer J

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 380000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

JERALD A
Chennai

Dear JERALD A

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

OFFER LETTER

Dear Jeyanth Kumar N,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear Jinal Jacob,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

JITHENDAR BHAGWANI H
Chennai

Dear JITHENDAR BHAGWANI H

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Jobin Cyriac,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

JOSHNA M REDDY
Chennai

Dear JOSHNA M REDDY

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

JOYAL JUSTIN
Chennai

Dear JOYAL JUSTIN

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Judin Leo J D,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

JUGAL JOY
Chennai

Dear JUGAL JOY

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

KABERI SAHOO

Dear **KABERI SAHOO**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

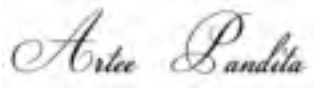
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

KABILAN A
Chennai

Dear KABILAN A

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Karthik C P

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

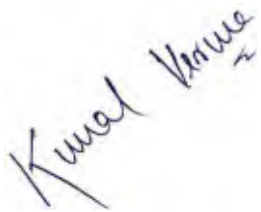
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

KARUNAKARAN V
Chennai

Dear KARUNAKARAN V

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

KASHYAP K

Dear **KASHYAP K**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

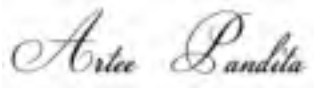
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

OFFER LETTER

Dear Katherinm s,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Kaushik B

Dear **Kaushik B**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

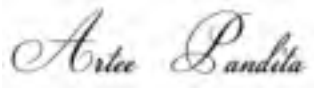
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

OFFER LETTER

Dear Kavya S,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **KEVIN CHACKO SAM**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483022/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear Kezia George Thomas,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

flocareer

KIRAN KUMAR B M

Dear **KIRAN KUMAR B M**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 300,000.00 (Rupees three lakh only) beginning on your anticipated start date. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients have its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

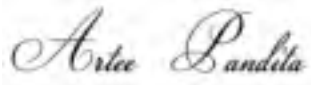
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 35,417.00**	**INR 4,25,000.00**

Accepted By:

_____

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Kirti Agarwala Agarwala,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **KONDA USHA**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear KONETI PRUTHVI SIMHA REDDY,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Kruthi R**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **KUMARI NEETU PRASAD**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483023/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Kuragayala Datta sai sri harsha,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

L&T Technology Services

Dear **MADASI MALLIK SIDDARTH,**

On behalf of, it is our pleasure to confirm your selection for employment as **"Software Engineer-Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 4,00,000.00/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
L&T Technology Services

Annexure I

NAME:	MADASI MALLIK SIDDARTH	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

L&T Technology Services

Dear **MISBA ANJUM,**

On behalf of, it is our pleasure to confirm your selection for employment as **"Software Engineer-Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 4,00,000.00/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
L&T Technology Services

Annexure I

NAME:	MISBA ANJUM		
TITLE:	**Software Engineer Trainee**	**GRADE**	**P2**

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

L&T Technology Services

Dear **KIRAN S,**

On behalf of, it is our pleasure to confirm your selection for employment as **"Software Engineer-Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 4,00,000.00/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
L&T Technology Services

Annexure I

NAME:	KIRAN S	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**4,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Suchitra Choudhury, Clinical Director

RE: OFFER LETTER
NAME: LALDUHZUALI
Position: Behaviour Therapist

Dear LALDUHZUALI

After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team. I am pleased to extend to you this official offer of employment for the position of ' Behaviour Therapist' at Early Autism Services, Bangalore.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

You will be working in one of our Bangalore Centres and will report to Janhavi Kelaskar, Centre Head. **Once your training period (Physical, clinical and theoretical training) is over, and you start working independently with clients,** your compensation and benefits package will include the following:

- Annual salary of Rs 400000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.

On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.

The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA Chief
Clinical Director
EAS – Bangalore

Acknowledged and Accepted:

_____ _____

Date

OFFER LETTER

Dear **SHREYASH REDDY D,**

Congratulations!

We Legato Heathcare Technologies are pleased to inform you that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer **a "Associate Software Engineer"** competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be Associate Software Engineer.
2. Your total annual costs to company (CTC) would be amounting of **INR 450000/- (Four Lakh Fifty Thousand Rupees only) along with INR 25,000/- as joining bonus.**

Please note that the above terms and conditions are subject to change at the company's direction, without any prior intimation. Based on your acceptance of this LOI and subject to completion of documentation and BGV process, detailed Offer letter will be issued to you, which contains the following details:

- Date of Joining
- Joining Location
- Others terms and conditions.

The date of joining and the location of posting will be based on business requirements. Legato Heath Technologies solely reserves the right to make any changes to the date of joining and the location of posting.

Here is wishing you a successful career with Legato Health Technologies. We look forward to welcoming you on board.

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies

If you have any query or concerns, please reach us at excelerate@carelon.com.

OFFER LETTER

Dear **SIDDHARTH S NAIR,**

Congratulations!

We Legato Heathcare Technologies are pleased to inform you that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer **a "Associate Software Engineer"** competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be Associate Software Engineer.
2. Your total annual costs to company (CTC) would be amounting of **INR 450000/- (Four Lakh Fifty Thousand Rupees only) along with INR 25,000/- as joining bonus.**

Please note that the above terms and conditions are subject to change at the company's direction, without any prior intimation. Based on your acceptance of this LOI and subject to completion of documentation and BGV process, detailed Offer letter will be issued to you, which contains the following details:

- Date of Joining
- Joining Location
- Others terms and conditions.

The date of joining and the location of posting will be based on business requirements. Legato Heath Technologies solely reserves the right to make any changes to the date of joining and the location of posting.

Here is wishing you a successful career with Legato Health Technologies. We look forward to welcoming you on board.

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies

If you have any query or concerns, please reach us at excelerate@carelon.com.

OFFER LETTER

Dear **SOUNDARYA P,**

Congratulations!

We Legato Heathcare Technologies are pleased to inform you that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer **a "Associate Software Engineer"** competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be Associate Software Engineer.
2. Your total annual costs to company (CTC) would be amounting of **INR 450000/- (Four Lakh Fifty Thousand Rupees only) along with INR 25,000/- as joining bonus.**

Please note that the above terms and conditions are subject to change at the company's direction, without any prior intimation. Based on your acceptance of this LOI and subject to completion of documentation and BGV process, detailed Offer letter will be issued to you, which contains the following details:

- Date of Joining
- Joining Location
- Others terms and conditions.

The date of joining and the location of posting will be based on business requirements. Legato Heath Technologies solely reserves the right to make any changes to the date of joining and the location of posting.

Here is wishing you a successful career with Legato Health Technologies. We look forward to welcoming you on board.

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies

If you have any query or concerns, please reach us at excelerate@carelon.com.

Date: 1st June'2021

Ref: LNS0080/Software Engineer - Trainee/2021/06

Mr/Ms. Vijayakumar Pattanashetti

Offer Letter

Dear Vijayakumar Pattanashetti,

We are pleased to appoint you as **Software Engineer - Trainee** in our company following your meetings and discussions with the company subject to your acceptance of the terms and conditions contained herein.

1. Emoluments & Perquisites

Your total compensation package stands at INR 3,30,000 (INR Three lacs Thirty Thousand Only/- per month). Your salary is personal and confidential information. Your confirmation into company would happen post Nine (6) months based on satisfactory completion. You should discuss it only with your manager and The Management Team.

2. Joining Formalities

(i) **Date of Joining:** Your date of joining shall be **Tuesday, 1st June 2021**, unless otherwise agreed by the company in writing.

(ii) **Medical Examination**: This appointment and its continuance is subject to you being found and remaining medically (physically and mentally) fit by our medical panel, which may be conducted at intervals decided by the Company.

(iii) **Submission of Documents**: On your joining date, you are requested to submit the documents as discussed during the day of joining.

3. Probation, Agreement to Service and Notice Period:

(i) You will be on probation for a period of 9 months (inclusive of all days) from the actual date of joining and will continue to be in probation unless and until you are confirmed, in writing.

On completion of the above said probation period you may be confirmed if your services are found satisfactory. Unless confirmed in writing you shall be deemed to be on probation.

(ii) During the probation period, your performance and other antecedents will be assessed by the company. You will be confirmed in writing in the regular services of the company on such terms and conditions as decided by the company, only on satisfactory completion of your initial or extended probation period, in the opinion of the company.

(iii) Prior to your confirmation, your service shall be liable for termination by giving a prior written notice of 10 (Ten) working days during the probation period or assigning any reason whatsoever, if the company in its opinion is not satisfied with your work and/or conduct.

(iv) l Agreement to serve: As per the organization policy, you are required to serve the organization for continuous 24 months after probation period. In case, you fail to serve this organization for the aforesaid duration, you are required to pay INR 1,00,000 (One lac Indian Rupees) to the company or company will have the right to recover the amount in the full and final settlement.

(v) Leaves: During probation period you are eligible for 5 days of sick leave based on manager approval. Excess leave during the probation period can result in Loss of Pay or as discussed with your Manager.

4. Place of Posting

You will be initially posted onsite at the #1567, NGR Arcade, 4th Floor, 27th Main Road HSR Layout Sector 2, Bengaluru – 560102, Karnataka State, India. However, you will be liable to transfer in such capacity as the company may from time to time determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies and/or offices/divisions of any of the clients or customer of the company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfers will not create any right in you to ask for revision in your compensation or other terms and conditions of employment. In such case, you will be governed by the terms and conditions of service applicable to the new assignment and any necessary allowances/expenses may be reimbursed as per existing company policies applicable at that time.

5. Pre-Requisites

(i) This Offer cum appointment is subject to receipt of satisfactory references from your previous employers.

(ii) Your appointment is being made based on the information and details given in your application for employment, resume, interview, representations in this appointment letter or

otherwise and will be subject to verification against such information. Notwithstanding anything contained herein, if at any time, any information or details given by you is found incorrect or false or if you are found to have wilfully suppressed any material information, your service will be liable to termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be required in such cases.

The company may, at its discretion, conduct background check(s) on you either by itself or through professional agencies. Such exercise is primarily indented to reveal details regarding your education, family, prior employment, business activities, social network, criminal history (if any) etc. You hereby agree to undergo and cooperate with such check(s). Company reserves the right to terminate your employment, in case such back ground check(s) unearths information which (i) is contrary to those provided to the company otherwise (ii) suppressed in the resume or interview or otherwise (iii) which in the opinion of the company is prejudicial to the best interest of the company.

6. Salary Details

Your salary details are provided in **Annexure 1** attached hereto. Please note that your salary is personal and shall be treated confidential. You can discuss it only with your manager or human resources officers or pay roll officials.

7. Increments and Promotions

(i) You may be eligible for annual salary increments, the quantum of which may depend on various factors including your performance, good conduct, attendance, company performance, industry standards and the policies of the company regarding compensation revision prevailing at that point of time.

(ii) Your promotion from the current grade and/or designation change will be as per the company policy.

8. Working Hours, Holidays and Leave

(i) The normal working days per week and working hours per day of the company are from Monday to Friday for a total of nine hours per day including one-hour lunch break. The normal working days and normal working hours can be changed by the company to suit the exigencies of work and emergencies.

(ii) Public Holidays would be as per the list declared by the company at the beginning of the calendar year.

(iii) You will be eligible for leaves as per leave year (January 1st to December 31st), in accordance with the leave policy of the company. Paid leave can only be availed on confirmation of employment

(i.e. after probation period). Paid leave is accumulated on a pro-rata basis after completing probationary period at the rate of 2 days per month. No Leave is sanctioned / granted during notice period of an employee. Any leave taken during this period would be considered as loss of pay.

(iv) Payment towards Paid Leave balance or Paid Leave excess will be determined and settled during final settlement (i.e., within 45days from LWD) of exit/termination of employee as per the basic salary.

9. Overseas Travel

You will be required to travel overseas for business purposes, as and when the need arises. Expenses of your business travel along with boarding and lodging will be borne by the company as per the travel policy of the company.

10. Intellectual Property Rights

(i) All intellectual property rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to designs, formulae, algorithms, documents, computer software and databases or papers, of any type (including all improvements) conceived, created, made fully or in part (whether or not during regular office / business hours) by you during your period of employment with the company, shall stand automatically vested in and be the sole and exclusive property of the company and shall be disclosed in writing, promptly to the company. You shall also, at the cost of the company, execute and register all documents required statutorily or otherwise by the company, to further confirm the above ownership rights in favour of the company or its assignees.

(ii) If you conceive any new or advanced methods of improving processes/ formulae / systems in relation to the business/operation of the company or otherwise, such developments shall be fully communicated to the company and shall be and remain the sole property of the company.

11. Confidentiality

(i) You shall not, at any time, without the consent of the Manager/Top Management , disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

(ii) You shall be required to enter into a detailed non-disclosure agreement to ensure that confidential information of the company and/or its clients, vendors and partners is kept confidential by you. You may also be required, at a later stage, to enter into confidentiality agreements directly with clients or partners of company.

12. Disciplinary Actions

You shall, at any time, be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorized absence, misbehavior, theft, misappropriation, fraud, dishonesty, immorality, conviction, falsification of documents / records or information given in your resume/application for securing job in the company or any undesirable acts which in the opinion of the company is prejudicial and detrimental to the interest of the company. Pending disciplinary action, you can be suspended from service.

13. Separation

(i) You shall have the option to terminate this appointment and employment with the company without assigning any reasons, by giving **a prior written notice of Two months**.

(ii) Notwithstanding anything contained herein, the company reserves the right to terminate your employment with the company (i) by giving one month's notice or notice pay on lieu thereof, if you become unfit for work or unable to discharge duties or are negligent or irregular or inefficient in the discharge or your duties; (ii) with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you herein or in relation to the services hereunder; or (iii) with immediate effect, if guilty of misconduct as judged by the company or fail to carry out the orders and instructions lawfully issued to you.

(iii) The company reserves the right to pay or recover salary in lieu of notice period. It is the discretion of management to accept salary in lieu of notice if offered by the employee and employee may be asked to serve the full notice period.

(iv) Availing Leaves during notice period is not allowed, failing to which shall be treated as Leave without Pay (Leaves be sanctioned only for medical exigencies or other emergency situations) an employee cannot proceed on any other leave, even if it was approved, prior to his/ her resignation. Such leave approvals shall stand cancelled, automatically.

14. Effect of Separation

(i) Upon termination of employment, howsoever (i) you shall deliver the company all property belonging to the company, holding company, subsidiaries, customers, partners or affiliates including laptops, business cards, mobile phones, all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. and shall not make or retain any copies of these items. (ii) the company shall be entitled to deduct from your remuneration

all your debts and dues (iii) you shall not, thereafter, represent yourself still to relate to the company and

(ii) (iv) company reserves the right to make such internal and/or external announcements as it deems appropriate.

(iii) In the event the employment is terminated by either side, within one year of joining, for any reason whatsoever, all expenses incurred by the Company on your joining and relocation shall be reimbursed by you. This will include without limitation joining bonus (if any), relocation expenses such as travel & transportation, hotel accommodation, daily allowances etc.

15. Other Regulations

(i) Full Time Employment: Your position is a full-time employment with the company, and you will devote your entire time to the work of the company. During the term of employment with the company, you shall not undertake any other business or work (Part-time, advisory or otherwise), directly or indirectly; for remuneration, honorary or otherwise, unless prior permitted by the CEO of the company, in writing, in each case.

(ii) Company Policies and Rules: Your employment will be governed by and you are bound by the decisions, directives, rules, policies and regulations of the company that are in force and which will be introduced from time to time.

(iii) Interest of the Company: You are expected to work diligently, faithfully and to the best of your ability in serving the company and to use the best of your endeavour to promote the interest of the company and perform all duties that may be entrusted to you from time to time.

(iv) Accountability: As an employee of the company, you may be vested with certain powers and authority to help you carry out your responsibilities effectively. You will be accountable and responsible for all your acts performed that are not in the interest of the company irrespective of whether it has been caused by negligence, carelessness, oversight, ignorance of the policies and procedures of the company, or caused by wilful acts against the interests of the company including any misuse of power and authority. If you are found to be acting against the interest of the company, we reserve the right to take all actions permissible under law, including the recovery of any monetary loss to the company due to your actions, even after separation due to resignation or termination.

(v) Prior Information: You shall not during your employment with the company, improperly use or disclose any proprietary/confidential information or trade secret of any former employer or third party and you shall not bring onto the premises of the company any such information or material. We request you to delete any and all such information from your personal computers and data banks. We

expect you to take precautions and necessary actions to ensure a clean, honest, and fair transition to your position. Further, you shall not use any such confidential information which you have been privy to in the past in your new position.

(vi) Authority: You warrant that as at the date of you signing this letter agreement, you have the complete right and authority to enter into this agreement and perform your duties hereunder.

(vii) Non-Compete: You understand and acknowledge that by virtue of your position in the Company, you will be exposed to confidential information of the Company and there is possibility for such information to be disclosed to third parties either inadvertently or otherwise if you work for/with such third parties. Hence, primarily to protect such

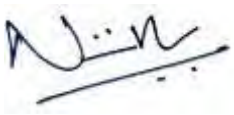
(viii) Confidential information, you agree that during your employment with the Company and for a period of Two (2) Years immediately following termination of your employment, for any reason whatsoever, you shall not directly or indirectly either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in India or elsewhere, any concern/entity that is engaged in developing, designing, producing, marketing or selling products or services in competition with the Company to any industry which the Company serves, or has served during the period of your employment with the Company.

(ix) This Offer and letter agreement shall be governed by the laws of India. All disputes and proceedings shall be subject to the exclusive jurisdiction of the courts in Bangalore.

(x) If any term, condition, section, or provision of this agreement becomes invalid or be so judged, the remaining terms, conditions, sections, and provisions shall be deemed severable and shall remain in force. The failure to exercise, or delay in exercising any right, power or remedy vested in this agreement shall not constitute a waiver of that or any other right, power, or remedy. This agreement constitutes the entire agreement between the parties, and supersedes any prior understandings relating to the subject matter hereof and may be amended only in writing by both parties (except as specified herein).

If you agree to these terms and conditions, kindly return the counterpart of this letter of appointment enclosed herewith duly signed on all pages, within seven days of you receiving it. If you require any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

For LivNSense Technologies,



Authorized Signatory
Human Resources Dept.

ACCEPTANCE OF OFFER / APPOINTMENT TERMS AND CONDITIONS:

I have read and fully understood the terms and conditions of the appointment mentioned in the above letter of appointment and unconditionally accept the same without any reservation, whatsoever.

Signature: _____ Date: _____

Printed Name: _____

ANNEXURE 1: TOTAL COSTS TO COMPANY

SALARY CARD		
NAME OF THE EMPLOYEE	**LOCATION**	**DATE OF JOINING**
ABEY ANTONY	**Bangalore**	**1st June'2021**
COMPONENTS	**PA (PER ANNUM)**	**PM (PER MONTH)**
A. FIXED COMPONENTS		
BASIC	114000	9500
HOUSE RENT ALLOWANCE	45600	3800
LTA	24996	2083
SPECIAL ALLOWANCE	78804	6567
SUB TOTAL (A)	263400	21950
B. EMPLOYERS CONTRIBUTION - PROVIDENT FUND	21600	1800
SUB TOTAL (A+B)	**285000**	**23750**
C. KRA BONUS (ANNUAL INCENTIVE)	15000	----
SUB TOTAL (A+B+C)	**300000**	
Enrolment into Employee PF is mandatory and minimum deduction is 1800 per month. There would be equal amount of deduction from his/her salary. **Medical Insurance - Medical Benefits Scheme is excluded from above package which is part of company employee benefits.**		
Annual Incentive: -Your Maximum Annual Incentive based on KRA is Rs. 15000 (Fifteen thousand only). Payment will be made as per the 'Annual Incentive Scheme (KRA Performance) of the company, to employees who are on rolls of the company as on 1st April of the following year. This condition does not apply to employees who complete 3 years of continuous service in the company. The actual amount of incentive payable will depend upon your & company's performance and the period served by you in the financial year.		

Note:

*Compensation components listed above are subject to the associated taxation guidelines and other applicable regulations of the company which may be revised from time to time.

**KRA Bonus would be paid on 1st of April every year.

Date: 1st June'2021

Ref: LNS0080/Software Engineer - Trainee/2021/06

Mr/Ms. Anitha Rathnam K V

Offer Letter

Dear Anitha Rathnam K V

We are pleased to appoint you as **Software Engineer - Trainee** in our company following your meetings and discussions with the company subject to your acceptance of the terms and conditions contained herein.

1. Emoluments & Perquisites

Your total compensation package stands at INR 3,30,000 (INR Three lacs Thirty Thousand/- per month). Your salary is personal and confidential information. Your confirmation into company would happen post Nine (6) months based on satisfactory completion. You should discuss it only with your manager and The Management Team.

2. Joining Formalities

(i) **Date of Joining:** Your date of joining shall be **Tuesday, 1st June 2021**, unless otherwise agreed by the company in writing.

(ii) **Medical Examination**: This appointment and its continuance is subject to you being found and remaining medically (physically and mentally) fit by our medical panel, which may be conducted at intervals decided by the Company.

(iii) **Submission of Documents**: On your joining date, you are requested to submit the documents as discussed during the day of joining.

3. Probation, Agreement to Service and Notice Period:

(i) You will be on probation for a period of 9 months (inclusive of all days) from the actual date of joining and will continue to be in probation unless and until you are confirmed, in writing.

On completion of the above said probation period you may be confirmed if your services are found satisfactory. Unless confirmed in writing you shall be deemed to be on probation.

(ii) During the probation period, your performance and other antecedents will be assessed by the company. You will be confirmed in writing in the regular services of the company on such terms and conditions as decided by the company, only on satisfactory completion of your initial or extended probation period, in the opinion of the company.

(iii) Prior to your confirmation, your service shall be liable for termination by giving a prior written notice of 10 (Ten) working days during the probation period or assigning any reason whatsoever, if the company in its opinion is not satisfied with your work and/or conduct.

(iv) l Agreement to serve: As per the organization policy, you are required to serve the organization for continuous 24 months after probation period. In case, you fail to serve this organization for the aforesaid duration, you are required to pay INR 1,00,000 (One lac Indian Rupees) to the company or company will have the right to recover the amount in the full and final settlement.

(v) Leaves: During probation period you are eligible for 5 days of sick leave based on manager approval. Excess leave during the probation period can result in Loss of Pay or as discussed with your Manager.

4. Place of Posting

You will be initially posted onsite at the #1567, NGR Arcade, 4th Floor, 27th Main Road HSR Layout Sector 2, Bengaluru – 560102, Karnataka State, India. However, you will be liable to transfer in such capacity as the company may from time to time determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies and/or offices/divisions of any of the clients or customer of the company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfers will not create any right in you to ask for revision in your compensation or other terms and conditions of employment. In such case, you will be governed by the terms and conditions of service applicable to the new assignment and any necessary allowances/expenses may be reimbursed as per existing company policies applicable at that time.

5. Pre-Requisites

(i) This Offer cum appointment is subject to receipt of satisfactory references from your previous employers.

(ii) Your appointment is being made based on the information and details given in your application for employment, resume, interview, representations in this appointment letter or

otherwise and will be subject to verification against such information. Notwithstanding anything contained herein, if at any time, any information or details given by you is found incorrect or false or if you are found to have wilfully suppressed any material information, your service will be liable to termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be required in such cases.

The company may, at its discretion, conduct background check(s) on you either by itself or through professional agencies. Such exercise is primarily indented to reveal details regarding your education, family, prior employment, business activities, social network, criminal history (if any) etc. You hereby agree to undergo and cooperate with such check(s). Company reserves the right to terminate your employment, in case such back ground check(s) unearths information which (i) is contrary to those provided to the company otherwise (ii) suppressed in the resume or interview or otherwise (iii) which in the opinion of the company is prejudicial to the best interest of the company.

6. Salary Details

Your salary details are provided in **Annexure 1** attached hereto. Please note that your salary is personal and shall be treated confidential. You can discuss it only with your manager or human resources officers or pay roll officials.

7. Increments and Promotions

(i) You may be eligible for annual salary increments, the quantum of which may depend on various factors including your performance, good conduct, attendance, company performance, industry standards and the policies of the company regarding compensation revision prevailing at that point of time.

(ii) Your promotion from the current grade and/or designation change will be as per the company policy.

8. Working Hours, Holidays and Leave

(i) The normal working days per week and working hours per day of the company are from Monday to Friday for a total of nine hours per day including one-hour lunch break. The normal working days and normal working hours can be changed by the company to suit the exigencies of work and emergencies.

(ii) Public Holidays would be as per the list declared by the company at the beginning of the calendar year.

(iii) You will be eligible for leaves as per leave year (January 1st to December 31st), in accordance with the leave policy of the company. Paid leave can only be availed on confirmation of employment

(i.e. after probation period). Paid leave is accumulated on a pro-rata basis after completing probationary period at the rate of 2 days per month. No Leave is sanctioned / granted during notice period of an employee. Any leave taken during this period would be considered as loss of pay.

(iv) Payment towards Paid Leave balance or Paid Leave excess will be determined and settled during final settlement (i.e., within 45days from LWD) of exit/termination of employee as per the basic salary.

9. Overseas Travel

You will be required to travel overseas for business purposes, as and when the need arises. Expenses of your business travel along with boarding and lodging will be borne by the company as per the travel policy of the company.

10. Intellectual Property Rights

(i) All intellectual property rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to designs, formulae, algorithms, documents, computer software and databases or papers, of any type (including all improvements) conceived, created, made fully or in part (whether or not during regular office / business hours) by you during your period of employment with the company, shall stand automatically vested in and be the sole and exclusive property of the company and shall be disclosed in writing, promptly to the company. You shall also, at the cost of the company, execute and register all documents required statutorily or otherwise by the company, to further confirm the above ownership rights in favour of the company or its assignees.

(ii) If you conceive any new or advanced methods of improving processes/ formulae / systems in relation to the business/operation of the company or otherwise, such developments shall be fully communicated to the company and shall be and remain the sole property of the company.

11. Confidentiality

(i) You shall not, at any time, without the consent of the Manager/Top Management , disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

(ii) You shall be required to enter into a detailed non-disclosure agreement to ensure that confidential information of the company and/or its clients, vendors and partners is kept confidential by you. You may also be required, at a later stage, to enter into confidentiality agreements directly with clients or partners of company.

12. Disciplinary Actions

You shall, at any time, be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorized absence, misbehavior, theft, misappropriation, fraud, dishonesty, immorality, conviction, falsification of documents / records or information given in your resume/application for securing job in the company or any undesirable acts which in the opinion of the company is prejudicial and detrimental to the interest of the company. Pending disciplinary action, you can be suspended from service.

13. Separation

(i) You shall have the option to terminate this appointment and employment with the company without assigning any reasons, by giving **a prior written notice of Two months**.

(ii) Notwithstanding anything contained herein, the company reserves the right to terminate your employment with the company (i) by giving one month's notice or notice pay on lieu thereof, if you become unfit for work or unable to discharge duties or are negligent or irregular or inefficient in the discharge or your duties; (ii) with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you herein or in relation to the services hereunder; or (iii) with immediate effect, if guilty of misconduct as judged by the company or fail to carry out the orders and instructions lawfully issued to you.

(iii) The company reserves the right to pay or recover salary in lieu of notice period. It is the discretion of management to accept salary in lieu of notice if offered by the employee and employee may be asked to serve the full notice period.

(iv) Availing Leaves during notice period is not allowed, failing to which shall be treated as Leave without Pay (Leaves be sanctioned only for medical exigencies or other emergency situations) an employee cannot proceed on any other leave, even if it was approved, prior to his/ her resignation. Such leave approvals shall stand cancelled, automatically.

14. Effect of Separation

(i) Upon termination of employment, howsoever (i) you shall deliver the company all property belonging to the company, holding company, subsidiaries, customers, partners or affiliates including laptops, business cards, mobile phones, all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. and shall not make or retain any copies of these items. (ii) the company shall be entitled to deduct from your remuneration

all your debts and dues (iii) you shall not, thereafter, represent yourself still to relate to the company and

(ii) (iv) company reserves the right to make such internal and/or external announcements as it deems appropriate.

(iii) In the event the employment is terminated by either side, within one year of joining, for any reason whatsoever, all expenses incurred by the Company on your joining and relocation shall be reimbursed by you. This will include without limitation joining bonus (if any), relocation expenses such as travel & transportation, hotel accommodation, daily allowances etc.

15. Other Regulations

(i) Full Time Employment: Your position is a full-time employment with the company, and you will devote your entire time to the work of the company. During the term of employment with the company, you shall not undertake any other business or work (Part-time, advisory or otherwise), directly or indirectly; for remuneration, honorary or otherwise, unless prior permitted by the CEO of the company, in writing, in each case.

(ii) Company Policies and Rules: Your employment will be governed by and you are bound by the decisions, directives, rules, policies and regulations of the company that are in force and which will be introduced from time to time.

(iii) Interest of the Company: You are expected to work diligently, faithfully and to the best of your ability in serving the company and to use the best of your endeavour to promote the interest of the company and perform all duties that may be entrusted to you from time to time.

(iv) Accountability: As an employee of the company, you may be vested with certain powers and authority to help you carry out your responsibilities effectively. You will be accountable and responsible for all your acts performed that are not in the interest of the company irrespective of whether it has been caused by negligence, carelessness, oversight, ignorance of the policies and procedures of the company, or caused by wilful acts against the interests of the company including any misuse of power and authority. If you are found to be acting against the interest of the company, we reserve the right to take all actions permissible under law, including the recovery of any monetary loss to the company due to your actions, even after separation due to resignation or termination.

(v) Prior Information: You shall not during your employment with the company, improperly use or disclose any proprietary/confidential information or trade secret of any former employer or third party and you shall not bring onto the premises of the company any such information or material. We request you to delete any and all such information from your personal computers and data banks. We

expect you to take precautions and necessary actions to ensure a clean, honest, and fair transition to your position. Further, you shall not use any such confidential information which you have been privy to in the past in your new position.

(vi) Authority: You warrant that as at the date of you signing this letter agreement, you have the complete right and authority to enter into this agreement and perform your duties hereunder.

(vii) Non-Compete: You understand and acknowledge that by virtue of your position in the Company, you will be exposed to confidential information of the Company and there is possibility for such information to be disclosed to third parties either inadvertently or otherwise if you work for/with such third parties. Hence, primarily to protect such

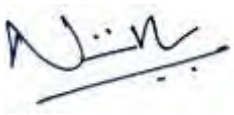
(viii) Confidential information, you agree that during your employment with the Company and for a period of Two (2) Years immediately following termination of your employment, for any reason whatsoever, you shall not directly or indirectly either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in India or elsewhere, any concern/entity that is engaged in developing, designing, producing, marketing or selling products or services in competition with the Company to any industry which the Company serves, or has served during the period of your employment with the Company.

(ix) This Offer and letter agreement shall be governed by the laws of India. All disputes and proceedings shall be subject to the exclusive jurisdiction of the courts in Bangalore.

(x) If any term, condition, section, or provision of this agreement becomes invalid or be so judged, the remaining terms, conditions, sections, and provisions shall be deemed severable and shall remain in force. The failure to exercise, or delay in exercising any right, power or remedy vested in this agreement shall not constitute a waiver of that or any other right, power, or remedy. This agreement constitutes the entire agreement between the parties, and supersedes any prior understandings relating to the subject matter hereof and may be amended only in writing by both parties (except as specified herein).

If you agree to these terms and conditions, kindly return the counterpart of this letter of appointment enclosed herewith duly signed on all pages, within seven days of you receiving it. If you require any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

For LivNSense Technologies,



Authorized Signatory
Human Resources Dept.

ACCEPTANCE OF OFFER / APPOINTMENT TERMS AND CONDITIONS:

I have read and fully understood the terms and conditions of the appointment mentioned in the above letter of appointment and unconditionally accept the same without any reservation, whatsoever.

Signature: _____ Date: _____

Printed Name: _____

ANNEXURE 1: TOTAL COSTS TO COMPANY

SALARY CARD		
NAME OF THE EMPLOYEE	**LOCATION**	**DATE OF JOINING**
ABEY ANTONY	**Bangalore**	**1st June'2021**
COMPONENTS	**PA (PER ANNUM)**	**PM (PER MONTH)**
A. FIXED COMPONENTS		
BASIC	114000	9500
HOUSE RENT ALLOWANCE	45600	3800
LTA	24996	2083
SPECIAL ALLOWANCE	78804	6567
SUB TOTAL (A)	263400	21950
B. EMPLOYERS CONTRIBUTION - PROVIDENT FUND	21600	1800
SUB TOTAL (A+B)	**285000**	**23750**
C. KRA BONUS (ANNUAL INCENTIVE)	15000	----
SUB TOTAL (A+B+C)	**300000**	
Enrolment into Employee PF is mandatory and minimum deduction is 1800 per month. There would be equal amount of deduction from his/her salary. **Medical Insurance - Medical Benefits Scheme is excluded from above package which is part of company employee benefits.**		
Annual Incentive: -Your Maximum Annual Incentive based on KRA is Rs. 15000 (Fifteen thousand only). Payment will be made as per the 'Annual Incentive Scheme (KRA Performance) of the company, to employees who are on rolls of the company as on 1st April of the following year. This condition does not apply to employees who complete 3 years of continuous service in the company. The actual amount of incentive payable will depend upon your & company's performance and the period served by you in the financial year.		

Note:

*Compensation components listed above are subject to the associated taxation guidelines and other applicable regulations of the company which may be revised from time to time.

**KRA Bonus would be paid on 1st of April every year.

Date: 1st June'2021

Ref: LNS0080/Software Engineer - Trainee/2021/06

Mr/Ms. Rajesh V

Offer Letter

Dear Rajesh V,

We are pleased to appoint you as **Software Engineer - Trainee** in our company following your meetings and discussions with the company subject to your acceptance of the terms and conditions contained herein.

1. Emoluments & Perquisites

Your total compensation package stands at INR 3,30,000 (INR Three lacs Thirty Thousand Only/- per month). Your salary is personal and confidential information. Your confirmation into company would happen post Nine (6) months based on satisfactory completion. You should discuss it only with your manager and The Management Team.

2. Joining Formalities

(i) **Date of Joining:** Your date of joining shall be **Tuesday, 1st June 2021**, unless otherwise agreed by the company in writing.

(ii) **Medical Examination**: This appointment and its continuance is subject to you being found and remaining medically (physically and mentally) fit by our medical panel, which may be conducted at intervals decided by the Company.

(iii) **Submission of Documents**: On your joining date, you are requested to submit the documents as discussed during the day of joining.

3. Probation, Agreement to Service and Notice Period:

(i) You will be on probation for a period of 9 months (inclusive of all days) from the actual date of joining and will continue to be in probation unless and until you are confirmed, in writing.

On completion of the above said probation period you may be confirmed if your services are found satisfactory. Unless confirmed in writing you shall be deemed to be on probation.

(ii) During the probation period, your performance and other antecedents will be assessed by the company. You will be confirmed in writing in the regular services of the company on such terms and conditions as decided by the company, only on satisfactory completion of your initial or extended probation period, in the opinion of the company.

(iii) Prior to your confirmation, your service shall be liable for termination by giving a prior written notice of 10 (Ten) working days during the probation period or assigning any reason whatsoever, if the company in its opinion is not satisfied with your work and/or conduct.

(iv) l Agreement to serve: As per the organization policy, you are required to serve the organization for continuous 24 months after probation period. In case, you fail to serve this organization for the aforesaid duration, you are required to pay INR 1,00,000 (One lac Indian Rupees) to the company or company will have the right to recover the amount in the full and final settlement.

(v) Leaves: During probation period you are eligible for 5 days of sick leave based on manager approval. Excess leave during the probation period can result in Loss of Pay or as discussed with your Manager.

4. Place of Posting

You will be initially posted onsite at the #1567, NGR Arcade, 4th Floor, 27th Main Road HSR Layout Sector 2, Bengaluru – 560102, Karnataka State, India. However, you will be liable to transfer in such capacity as the company may from time to time determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies and/or offices/divisions of any of the clients or customer of the company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfers will not create any right in you to ask for revision in your compensation or other terms and conditions of employment. In such case, you will be governed by the terms and conditions of service applicable to the new assignment and any necessary allowances/expenses may be reimbursed as per existing company policies applicable at that time.

5. Pre-Requisites

(i) This Offer cum appointment is subject to receipt of satisfactory references from your previous employers.

(ii) Your appointment is being made based on the information and details given in your application for employment, resume, interview, representations in this appointment letter or

otherwise and will be subject to verification against such information. Notwithstanding anything contained herein, if at any time, any information or details given by you is found incorrect or false or if you are found to have wilfully suppressed any material information, your service will be liable to termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be required in such cases.

The company may, at its discretion, conduct background check(s) on you either by itself or through professional agencies. Such exercise is primarily indented to reveal details regarding your education, family, prior employment, business activities, social network, criminal history (if any) etc. You hereby agree to undergo and cooperate with such check(s). Company reserves the right to terminate your employment, in case such back ground check(s) unearths information which (i) is contrary to those provided to the company otherwise (ii) suppressed in the resume or interview or otherwise (iii) which in the opinion of the company is prejudicial to the best interest of the company.

6. Salary Details

Your salary details are provided in **Annexure 1** attached hereto. Please note that your salary is personal and shall be treated confidential. You can discuss it only with your manager or human resources officers or pay roll officials.

7. Increments and Promotions

(i) You may be eligible for annual salary increments, the quantum of which may depend on various factors including your performance, good conduct, attendance, company performance, industry standards and the policies of the company regarding compensation revision prevailing at that point of time.

(ii) Your promotion from the current grade and/or designation change will be as per the company policy.

8. Working Hours, Holidays and Leave

(i) The normal working days per week and working hours per day of the company are from Monday to Friday for a total of nine hours per day including one-hour lunch break. The normal working days and normal working hours can be changed by the company to suit the exigencies of work and emergencies.

(ii) Public Holidays would be as per the list declared by the company at the beginning of the calendar year.

(iii) You will be eligible for leaves as per leave year (January 1st to December 31st), in accordance with the leave policy of the company. Paid leave can only be availed on confirmation of employment

(i.e. after probation period). Paid leave is accumulated on a pro-rata basis after completing probationary period at the rate of 2 days per month. No Leave is sanctioned / granted during notice period of an employee. Any leave taken during this period would be considered as loss of pay.

(iv) Payment towards Paid Leave balance or Paid Leave excess will be determined and settled during final settlement (i.e., within 45days from LWD) of exit/termination of employee as per the basic salary.

9. Overseas Travel

You will be required to travel overseas for business purposes, as and when the need arises. Expenses of your business travel along with boarding and lodging will be borne by the company as per the travel policy of the company.

10. Intellectual Property Rights

(i) All intellectual property rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to designs, formulae, algorithms, documents, computer software and databases or papers, of any type (including all improvements) conceived, created, made fully or in part (whether or not during regular office / business hours) by you during your period of employment with the company, shall stand automatically vested in and be the sole and exclusive property of the company and shall be disclosed in writing, promptly to the company. You shall also, at the cost of the company, execute and register all documents required statutorily or otherwise by the company, to further confirm the above ownership rights in favour of the company or its assignees.

(ii) If you conceive any new or advanced methods of improving processes/ formulae / systems in relation to the business/operation of the company or otherwise, such developments shall be fully communicated to the company and shall be and remain the sole property of the company.

11. Confidentiality

(i) You shall not, at any time, without the consent of the Manager/Top Management , disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

(ii) You shall be required to enter into a detailed non-disclosure agreement to ensure that confidential information of the company and/or its clients, vendors and partners is kept confidential by you. You may also be required, at a later stage, to enter into confidentiality agreements directly with clients or partners of company.

12. Disciplinary Actions

You shall, at any time, be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorized absence, misbehavior, theft, misappropriation, fraud, dishonesty, immorality, conviction, falsification of documents / records or information given in your resume/application for securing job in the company or any undesirable acts which in the opinion of the company is prejudicial and detrimental to the interest of the company. Pending disciplinary action, you can be suspended from service.

13. Separation

(i) You shall have the option to terminate this appointment and employment with the company without assigning any reasons, by giving **a prior written notice of Two months**.

(ii) Notwithstanding anything contained herein, the company reserves the right to terminate your employment with the company (i) by giving one month's notice or notice pay on lieu thereof, if you become unfit for work or unable to discharge duties or are negligent or irregular or inefficient in the discharge or your duties; (ii) with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you herein or in relation to the services hereunder; or (iii) with immediate effect, if guilty of misconduct as judged by the company or fail to carry out the orders and instructions lawfully issued to you.

(iii) The company reserves the right to pay or recover salary in lieu of notice period. It is the discretion of management to accept salary in lieu of notice if offered by the employee and employee may be asked to serve the full notice period.

(iv) Availing Leaves during notice period is not allowed, failing to which shall be treated as Leave without Pay (Leaves be sanctioned only for medical exigencies or other emergency situations) an employee cannot proceed on any other leave, even if it was approved, prior to his/ her resignation. Such leave approvals shall stand cancelled, automatically.

14. Effect of Separation

(i) Upon termination of employment, howsoever (i) you shall deliver the company all property belonging to the company, holding company, subsidiaries, customers, partners or affiliates including laptops, business cards, mobile phones, all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. and shall not make or retain any copies of these items. (ii) the company shall be entitled to deduct from your remuneration

all your debts and dues (iii) you shall not, thereafter, represent yourself still to relate to the company and

(ii) (iv) company reserves the right to make such internal and/or external announcements as it deems appropriate.

(iii) In the event the employment is terminated by either side, within one year of joining, for any reason whatsoever, all expenses incurred by the Company on your joining and relocation shall be reimbursed by you. This will include without limitation joining bonus (if any), relocation expenses such as travel & transportation, hotel accommodation, daily allowances etc.

15. Other Regulations

(i) Full Time Employment: Your position is a full-time employment with the company, and you will devote your entire time to the work of the company. During the term of employment with the company, you shall not undertake any other business or work (Part-time, advisory or otherwise), directly or indirectly; for remuneration, honorary or otherwise, unless prior permitted by the CEO of the company, in writing, in each case.

(ii) Company Policies and Rules: Your employment will be governed by and you are bound by the decisions, directives, rules, policies and regulations of the company that are in force and which will be introduced from time to time.

(iii) Interest of the Company: You are expected to work diligently, faithfully and to the best of your ability in serving the company and to use the best of your endeavour to promote the interest of the company and perform all duties that may be entrusted to you from time to time.

(iv) Accountability: As an employee of the company, you may be vested with certain powers and authority to help you carry out your responsibilities effectively. You will be accountable and responsible for all your acts performed that are not in the interest of the company irrespective of whether it has been caused by negligence, carelessness, oversight, ignorance of the policies and procedures of the company, or caused by wilful acts against the interests of the company including any misuse of power and authority. If you are found to be acting against the interest of the company, we reserve the right to take all actions permissible under law, including the recovery of any monetary loss to the company due to your actions, even after separation due to resignation or termination.

(v) Prior Information: You shall not during your employment with the company, improperly use or disclose any proprietary/confidential information or trade secret of any former employer or third party and you shall not bring onto the premises of the company any such information or material. We request you to delete any and all such information from your personal computers and data banks. We

expect you to take precautions and necessary actions to ensure a clean, honest, and fair transition to your position. Further, you shall not use any such confidential information which you have been privy to in the past in your new position.

(vi) Authority: You warrant that as at the date of you signing this letter agreement, you have the complete right and authority to enter into this agreement and perform your duties hereunder.

(vii) Non-Compete: You understand and acknowledge that by virtue of your position in the Company, you will be exposed to confidential information of the Company and there is possibility for such information to be disclosed to third parties either inadvertently or otherwise if you work for/with such third parties. Hence, primarily to protect such

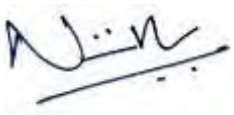
(viii) Confidential information, you agree that during your employment with the Company and for a period of Two (2) Years immediately following termination of your employment, for any reason whatsoever, you shall not directly or indirectly either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in India or elsewhere, any concern/entity that is engaged in developing, designing, producing, marketing or selling products or services in competition with the Company to any industry which the Company serves, or has served during the period of your employment with the Company.

(ix) This Offer and letter agreement shall be governed by the laws of India. All disputes and proceedings shall be subject to the exclusive jurisdiction of the courts in Bangalore.

(x) If any term, condition, section, or provision of this agreement becomes invalid or be so judged, the remaining terms, conditions, sections, and provisions shall be deemed severable and shall remain in force. The failure to exercise, or delay in exercising any right, power or remedy vested in this agreement shall not constitute a waiver of that or any other right, power, or remedy. This agreement constitutes the entire agreement between the parties, and supersedes any prior understandings relating to the subject matter hereof and may be amended only in writing by both parties (except as specified herein).

If you agree to these terms and conditions, kindly return the counterpart of this letter of appointment enclosed herewith duly signed on all pages, within seven days of you receiving it. If you require any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

For LivNSense Technologies,



Authorized Signatory
Human Resources Dept.

ACCEPTANCE OF OFFER / APPOINTMENT TERMS AND CONDITIONS:

I have read and fully understood the terms and conditions of the appointment mentioned in the above letter of appointment and unconditionally accept the same without any reservation, whatsoever.

Signature: _____ Date: _____

Printed Name: _____

ANNEXURE 1: TOTAL COSTS TO COMPANY

SALARY CARD		
NAME OF THE EMPLOYEE	**LOCATION**	**DATE OF JOINING**
ABEY ANTONY	**Bangalore**	**1st June'2021**
COMPONENTS	**PA (PER ANNUM)**	**PM (PER MONTH)**
A. FIXED COMPONENTS		
BASIC	114000	9500
HOUSE RENT ALLOWANCE	45600	3800
LTA	24996	2083
SPECIAL ALLOWANCE	78804	6567
SUB TOTAL (A)	263400	21950
B. EMPLOYERS CONTRIBUTION - PROVIDENT FUND	21600	1800
SUB TOTAL (A+B)	**285000**	**23750**
C. KRA BONUS (ANNUAL INCENTIVE)	15000	----
SUB TOTAL (A+B+C)	**300000**	
Enrolment into Employee PF is mandatory and minimum deduction is 1800 per month. There would be equal amount of deduction from his/her salary. **Medical Insurance - Medical Benefits Scheme is excluded from above package which is part of company employee benefits.**		
Annual Incentive: -Your Maximum Annual Incentive based on KRA is Rs. 15000 (Fifteen thousand only). Payment will be made as per the 'Annual Incentive Scheme (KRA Performance) of the company, to employees who are on rolls of the company as on 1st April of the following year. This condition does not apply to employees who complete 3 years of continuous service in the company. The actual amount of incentive payable will depend upon your & company's performance and the period served by you in the financial year.		

Note:

*Compensation components listed above are subject to the associated taxation guidelines and other applicable regulations of the company which may be revised from time to time.

**KRA Bonus would be paid on 1st of April every year.

Date: 1st June'2021

Ref: LNS0080/Software Engineer - Trainee/2021/06

Mr/Ms. Vijayakumar Pattanashetti

Offer Letter

Dear Vijayakumar Pattanashetti

We are pleased to appoint you as **Software Engineer - Trainee** in our company following your meetings and discussions with the company subject to your acceptance of the terms and conditions contained herein.

1. Emoluments & Perquisites

Your total compensation package stands at INR 3,30,000 (INR Three lacs Thirty Thousand/- per month). Your salary is personal and confidential information. Your confirmation into company would happen post Nine (6) months based on satisfactory completion. You should discuss it only with your manager and The Management Team.

2. Joining Formalities

(i) **Date of Joining:** Your date of joining shall be **Tuesday, 1st June 2021**, unless otherwise agreed by the company in writing.

(ii) **Medical Examination**: This appointment and its continuance is subject to you being found and remaining medically (physically and mentally) fit by our medical panel, which may be conducted at intervals decided by the Company.

(iii) **Submission of Documents**: On your joining date, you are requested to submit the documents as discussed during the day of joining.

3. Probation, Agreement to Service and Notice Period:

(i) You will be on probation for a period of 9 months (inclusive of all days) from the actual date of joining and will continue to be in probation unless and until you are confirmed, in writing.

On completion of the above said probation period you may be confirmed if your services are found satisfactory. Unless confirmed in writing you shall be deemed to be on probation.

(ii) During the probation period, your performance and other antecedents will be assessed by the company. You will be confirmed in writing in the regular services of the company on such terms and conditions as decided by the company, only on satisfactory completion of your initial or extended probation period, in the opinion of the company.

(iii) Prior to your confirmation, your service shall be liable for termination by giving a prior written notice of 10 (Ten) working days during the probation period or assigning any reason whatsoever, if the company in its opinion is not satisfied with your work and/or conduct.

(iv) l Agreement to serve: As per the organization policy, you are required to serve the organization for continuous 24 months after probation period. In case, you fail to serve this organization for the aforesaid duration, you are required to pay INR 1,00,000 (One lac Indian Rupees) to the company or company will have the right to recover the amount in the full and final settlement.

(v) Leaves: During probation period you are eligible for 5 days of sick leave based on manager approval. Excess leave during the probation period can result in Loss of Pay or as discussed with your Manager.

4. Place of Posting

You will be initially posted onsite at the #1567, NGR Arcade, 4th Floor, 27th Main Road HSR Layout Sector 2, Bengaluru – 560102, Karnataka State, India. However, you will be liable to transfer in such capacity as the company may from time to time determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies and/or offices/divisions of any of the clients or customer of the company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfers will not create any right in you to ask for revision in your compensation or other terms and conditions of employment. In such case, you will be governed by the terms and conditions of service applicable to the new assignment and any necessary allowances/expenses may be reimbursed as per existing company policies applicable at that time.

5. Pre-Requisites

(i) This Offer cum appointment is subject to receipt of satisfactory references from your previous employers.

(ii) Your appointment is being made based on the information and details given in your application for employment, resume, interview, representations in this appointment letter or

otherwise and will be subject to verification against such information. Notwithstanding anything contained herein, if at any time, any information or details given by you is found incorrect or false or if you are found to have wilfully suppressed any material information, your service will be liable to termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be required in such cases.

The company may, at its discretion, conduct background check(s) on you either by itself or through professional agencies. Such exercise is primarily indented to reveal details regarding your education, family, prior employment, business activities, social network, criminal history (if any) etc. You hereby agree to undergo and cooperate with such check(s). Company reserves the right to terminate your employment, in case such back ground check(s) unearths information which (i) is contrary to those provided to the company otherwise (ii) suppressed in the resume or interview or otherwise (iii) which in the opinion of the company is prejudicial to the best interest of the company.

6. Salary Details

Your salary details are provided in **Annexure 1** attached hereto. Please note that your salary is personal and shall be treated confidential. You can discuss it only with your manager or human resources officers or pay roll officials.

7. Increments and Promotions

(i) You may be eligible for annual salary increments, the quantum of which may depend on various factors including your performance, good conduct, attendance, company performance, industry standards and the policies of the company regarding compensation revision prevailing at that point of time.

(ii) Your promotion from the current grade and/or designation change will be as per the company policy.

8. Working Hours, Holidays and Leave

(i) The normal working days per week and working hours per day of the company are from Monday to Friday for a total of nine hours per day including one-hour lunch break. The normal working days and normal working hours can be changed by the company to suit the exigencies of work and emergencies.

(ii) Public Holidays would be as per the list declared by the company at the beginning of the calendar year.

(iii) You will be eligible for leaves as per leave year (January 1st to December 31st), in accordance with the leave policy of the company. Paid leave can only be availed on confirmation of employment

(i.e. after probation period). Paid leave is accumulated on a pro-rata basis after completing probationary period at the rate of 2 days per month. No Leave is sanctioned / granted during notice period of an employee. Any leave taken during this period would be considered as loss of pay.

(iv) Payment towards Paid Leave balance or Paid Leave excess will be determined and settled during final settlement (i.e., within 45days from LWD) of exit/termination of employee as per the basic salary.

9. Overseas Travel

You will be required to travel overseas for business purposes, as and when the need arises. Expenses of your business travel along with boarding and lodging will be borne by the company as per the travel policy of the company.

10. Intellectual Property Rights

(i) All intellectual property rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to designs, formulae, algorithms, documents, computer software and databases or papers, of any type (including all improvements) conceived, created, made fully or in part (whether or not during regular office / business hours) by you during your period of employment with the company, shall stand automatically vested in and be the sole and exclusive property of the company and shall be disclosed in writing, promptly to the company. You shall also, at the cost of the company, execute and register all documents required statutorily or otherwise by the company, to further confirm the above ownership rights in favour of the company or its assignees.

(ii) If you conceive any new or advanced methods of improving processes/ formulae / systems in relation to the business/operation of the company or otherwise, such developments shall be fully communicated to the company and shall be and remain the sole property of the company.

11. Confidentiality

(i) You shall not, at any time, without the consent of the Manager/Top Management , disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

(ii) You shall be required to enter into a detailed non-disclosure agreement to ensure that confidential information of the company and/or its clients, vendors and partners is kept confidential by you. You may also be required, at a later stage, to enter into confidentiality agreements directly with clients or partners of company.

12. Disciplinary Actions

You shall, at any time, be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorized absence, misbehavior, theft, misappropriation, fraud, dishonesty, immorality, conviction, falsification of documents / records or information given in your resume/application for securing job in the company or any undesirable acts which in the opinion of the company is prejudicial and detrimental to the interest of the company. Pending disciplinary action, you can be suspended from service.

13. Separation

(i) You shall have the option to terminate this appointment and employment with the company without assigning any reasons, by giving **a prior written notice of Two months**.

(ii) Notwithstanding anything contained herein, the company reserves the right to terminate your employment with the company (i) by giving one month's notice or notice pay on lieu thereof, if you become unfit for work or unable to discharge duties or are negligent or irregular or inefficient in the discharge or your duties; (ii) with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you herein or in relation to the services hereunder; or (iii) with immediate effect, if guilty of misconduct as judged by the company or fail to carry out the orders and instructions lawfully issued to you.

(iii) The company reserves the right to pay or recover salary in lieu of notice period. It is the discretion of management to accept salary in lieu of notice if offered by the employee and employee may be asked to serve the full notice period.

(iv) Availing Leaves during notice period is not allowed, failing to which shall be treated as Leave without Pay (Leaves be sanctioned only for medical exigencies or other emergency situations) an employee cannot proceed on any other leave, even if it was approved, prior to his/ her resignation. Such leave approvals shall stand cancelled, automatically.

14. Effect of Separation

(i) Upon termination of employment, howsoever (i) you shall deliver the company all property belonging to the company, holding company, subsidiaries, customers, partners or affiliates including laptops, business cards, mobile phones, all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. and shall not make or retain any copies of these items. (ii) the company shall be entitled to deduct from your remuneration

all your debts and dues (iii) you shall not, thereafter, represent yourself still to relate to the company and

(ii) (iv) company reserves the right to make such internal and/or external announcements as it deems appropriate.

(iii) In the event the employment is terminated by either side, within one year of joining, for any reason whatsoever, all expenses incurred by the Company on your joining and relocation shall be reimbursed by you. This will include without limitation joining bonus (if any), relocation expenses such as travel & transportation, hotel accommodation, daily allowances etc.

15. Other Regulations

(i) Full Time Employment: Your position is a full-time employment with the company, and you will devote your entire time to the work of the company. During the term of employment with the company, you shall not undertake any other business or work (Part-time, advisory or otherwise), directly or indirectly; for remuneration, honorary or otherwise, unless prior permitted by the CEO of the company, in writing, in each case.

(ii) Company Policies and Rules: Your employment will be governed by and you are bound by the decisions, directives, rules, policies and regulations of the company that are in force and which will be introduced from time to time.

(iii) Interest of the Company: You are expected to work diligently, faithfully and to the best of your ability in serving the company and to use the best of your endeavour to promote the interest of the company and perform all duties that may be entrusted to you from time to time.

(iv) Accountability: As an employee of the company, you may be vested with certain powers and authority to help you carry out your responsibilities effectively. You will be accountable and responsible for all your acts performed that are not in the interest of the company irrespective of whether it has been caused by negligence, carelessness, oversight, ignorance of the policies and procedures of the company, or caused by wilful acts against the interests of the company including any misuse of power and authority. If you are found to be acting against the interest of the company, we reserve the right to take all actions permissible under law, including the recovery of any monetary loss to the company due to your actions, even after separation due to resignation or termination.

(v) Prior Information: You shall not during your employment with the company, improperly use or disclose any proprietary/confidential information or trade secret of any former employer or third party and you shall not bring onto the premises of the company any such information or material. We request you to delete any and all such information from your personal computers and data banks. We

expect you to take precautions and necessary actions to ensure a clean, honest, and fair transition to your position. Further, you shall not use any such confidential information which you have been privy to in the past in your new position.

(vi) Authority: You warrant that as at the date of you signing this letter agreement, you have the complete right and authority to enter into this agreement and perform your duties hereunder.

(vii) Non-Compete: You understand and acknowledge that by virtue of your position in the Company, you will be exposed to confidential information of the Company and there is possibility for such information to be disclosed to third parties either inadvertently or otherwise if you work for/with such third parties. Hence, primarily to protect such

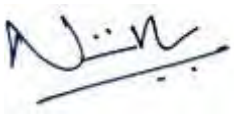
(viii) Confidential information, you agree that during your employment with the Company and for a period of Two (2) Years immediately following termination of your employment, for any reason whatsoever, you shall not directly or indirectly either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in India or elsewhere, any concern/entity that is engaged in developing, designing, producing, marketing or selling products or services in competition with the Company to any industry which the Company serves, or has served during the period of your employment with the Company.

(ix) This Offer and letter agreement shall be governed by the laws of India. All disputes and proceedings shall be subject to the exclusive jurisdiction of the courts in Bangalore.

(x) If any term, condition, section, or provision of this agreement becomes invalid or be so judged, the remaining terms, conditions, sections, and provisions shall be deemed severable and shall remain in force. The failure to exercise, or delay in exercising any right, power or remedy vested in this agreement shall not constitute a waiver of that or any other right, power, or remedy. This agreement constitutes the entire agreement between the parties, and supersedes any prior understandings relating to the subject matter hereof and may be amended only in writing by both parties (except as specified herein).

If you agree to these terms and conditions, kindly return the counterpart of this letter of appointment enclosed herewith duly signed on all pages, within seven days of you receiving it. If you require any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

For LivNSense Technologies,



Authorized Signatory
Human Resources Dept.

ACCEPTANCE OF OFFER / APPOINTMENT TERMS AND CONDITIONS:

I have read and fully understood the terms and conditions of the appointment mentioned in the above letter of appointment and unconditionally accept the same without any reservation, whatsoever.

Signature: _____ Date: _____

Printed Name: _____

ANNEXURE 1: TOTAL COSTS TO COMPANY

SALARY CARD		
NAME OF THE EMPLOYEE	**LOCATION**	**DATE OF JOINING**
ABEY ANTONY	**Bangalore**	**1st June'2021**
COMPONENTS	**PA (PER ANNUM)**	**PM (PER MONTH)**
A. FIXED COMPONENTS		
BASIC	114000	9500
HOUSE RENT ALLOWANCE	45600	3800
LTA	24996	2083
SPECIAL ALLOWANCE	78804	6567
SUB TOTAL (A)	263400	21950
B. EMPLOYERS CONTRIBUTION - PROVIDENT FUND	21600	1800
SUB TOTAL (A+B)	**285000**	**23750**
C. KRA BONUS (ANNUAL INCENTIVE)	15000	----
SUB TOTAL (A+B+C)	**300000**	
Enrolment into Employee PF is mandatory and minimum deduction is 1800 per month. There would be equal amount of deduction from his/her salary. **Medical Insurance - Medical Benefits Scheme is excluded from above package which is part of company employee benefits.**		
Annual Incentive: -Your Maximum Annual Incentive based on KRA is Rs. 15000 (Fifteen thousand only). Payment will be made as per the 'Annual Incentive Scheme (KRA Performance) of the company, to employees who are on rolls of the company as on 1st April of the following year. This condition does not apply to employees who complete 3 years of continuous service in the company. The actual amount of incentive payable will depend upon your & company's performance and the period served by you in the financial year.		

Note:

*Compensation components listed above are subject to the associated taxation guidelines and other applicable regulations of the company which may be revised from time to time.

**KRA Bonus would be paid on 1st of April every year.

Date: 1st June'2021

Ref: LNS0080/Software Engineer - Trainee/2021/06

Mr/Ms. Vipin Shukla

Offer Letter

Dear Vipin Shukla

We are pleased to appoint you as **Software Engineer - Trainee** in our company following your meetings and discussions with the company subject to your acceptance of the terms and conditions contained herein.

1. Emoluments & Perquisites

Your total compensation package stands at INR 3,30,000 (INR Three lacs Thirty Thousand/- per month). Your salary is personal and confidential information. Your confirmation into company would happen post Nine (6) months based on satisfactory completion. You should discuss it only with your manager and The Management Team.

2. Joining Formalities

(i) **Date of Joining:** Your date of joining shall be **Tuesday, 1st June 2021**, unless otherwise agreed by the company in writing.

(ii) **Medical Examination**: This appointment and its continuance is subject to you being found and remaining medically (physically and mentally) fit by our medical panel, which may be conducted at intervals decided by the Company.

(iii) **Submission of Documents**: On your joining date, you are requested to submit the documents as discussed during the day of joining.

3. Probation, Agreement to Service and Notice Period:

(i) You will be on probation for a period of 9 months (inclusive of all days) from the actual date of joining and will continue to be in probation unless and until you are confirmed, in writing.

On completion of the above said probation period you may be confirmed if your services are found satisfactory. Unless confirmed in writing you shall be deemed to be on probation.

(ii) During the probation period, your performance and other antecedents will be assessed by the company. You will be confirmed in writing in the regular services of the company on such terms and conditions as decided by the company, only on satisfactory completion of your initial or extended probation period, in the opinion of the company.

(iii) Prior to your confirmation, your service shall be liable for termination by giving a prior written notice of 10 (Ten) working days during the probation period or assigning any reason whatsoever, if the company in its opinion is not satisfied with your work and/or conduct.

(iv) l Agreement to serve: As per the organization policy, you are required to serve the organization for continuous 24 months after probation period. In case, you fail to serve this organization for the aforesaid duration, you are required to pay INR 1,00,000 (One lac Indian Rupees) to the company or company will have the right to recover the amount in the full and final settlement.

(v) Leaves: During probation period you are eligible for 5 days of sick leave based on manager approval. Excess leave during the probation period can result in Loss of Pay or as discussed with your Manager.

4. Place of Posting

You will be initially posted onsite at the #1567, NGR Arcade, 4th Floor, 27th Main Road HSR Layout Sector 2, Bengaluru – 560102, Karnataka State, India. However, you will be liable to transfer in such capacity as the company may from time to time determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies and/or offices/divisions of any of the clients or customer of the company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfers will not create any right in you to ask for revision in your compensation or other terms and conditions of employment. In such case, you will be governed by the terms and conditions of service applicable to the new assignment and any necessary allowances/expenses may be reimbursed as per existing company policies applicable at that time.

5. Pre-Requisites

(i) This Offer cum appointment is subject to receipt of satisfactory references from your previous employers.

(ii) Your appointment is being made based on the information and details given in your application for employment, resume, interview, representations in this appointment letter or

otherwise and will be subject to verification against such information. Notwithstanding anything contained herein, if at any time, any information or details given by you is found incorrect or false or if you are found to have wilfully suppressed any material information, your service will be liable to termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be required in such cases.

The company may, at its discretion, conduct background check(s) on you either by itself or through professional agencies. Such exercise is primarily indented to reveal details regarding your education, family, prior employment, business activities, social network, criminal history (if any) etc. You hereby agree to undergo and cooperate with such check(s). Company reserves the right to terminate your employment, in case such back ground check(s) unearths information which (i) is contrary to those provided to the company otherwise (ii) suppressed in the resume or interview or otherwise (iii) which in the opinion of the company is prejudicial to the best interest of the company.

6. Salary Details

Your salary details are provided in **Annexure 1** attached hereto. Please note that your salary is personal and shall be treated confidential. You can discuss it only with your manager or human resources officers or pay roll officials.

7. Increments and Promotions

(i) You may be eligible for annual salary increments, the quantum of which may depend on various factors including your performance, good conduct, attendance, company performance, industry standards and the policies of the company regarding compensation revision prevailing at that point of time.

(ii) Your promotion from the current grade and/or designation change will be as per the company policy.

8. Working Hours, Holidays and Leave

(i) The normal working days per week and working hours per day of the company are from Monday to Friday for a total of nine hours per day including one-hour lunch break. The normal working days and normal working hours can be changed by the company to suit the exigencies of work and emergencies.

(ii) Public Holidays would be as per the list declared by the company at the beginning of the calendar year.

(iii) You will be eligible for leaves as per leave year (January 1st to December 31st), in accordance with the leave policy of the company. Paid leave can only be availed on confirmation of employment

(i.e. after probation period). Paid leave is accumulated on a pro-rata basis after completing probationary period at the rate of 2 days per month. No Leave is sanctioned / granted during notice period of an employee. Any leave taken during this period would be considered as loss of pay.

(iv) Payment towards Paid Leave balance or Paid Leave excess will be determined and settled during final settlement (i.e., within 45days from LWD) of exit/termination of employee as per the basic salary.

9. Overseas Travel

You will be required to travel overseas for business purposes, as and when the need arises. Expenses of your business travel along with boarding and lodging will be borne by the company as per the travel policy of the company.

10. Intellectual Property Rights

(i) All intellectual property rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to designs, formulae, algorithms, documents, computer software and databases or papers, of any type (including all improvements) conceived, created, made fully or in part (whether or not during regular office / business hours) by you during your period of employment with the company, shall stand automatically vested in and be the sole and exclusive property of the company and shall be disclosed in writing, promptly to the company. You shall also, at the cost of the company, execute and register all documents required statutorily or otherwise by the company, to further confirm the above ownership rights in favour of the company or its assignees.

(ii) If you conceive any new or advanced methods of improving processes/ formulae / systems in relation to the business/operation of the company or otherwise, such developments shall be fully communicated to the company and shall be and remain the sole property of the company.

11. Confidentiality

(i) You shall not, at any time, without the consent of the Manager/Top Management , disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

(ii) You shall be required to enter into a detailed non-disclosure agreement to ensure that confidential information of the company and/or its clients, vendors and partners is kept confidential by you. You may also be required, at a later stage, to enter into confidentiality agreements directly with clients or partners of company.

12. Disciplinary Actions

You shall, at any time, be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/financial loss to the company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorized absence, misbehavior, theft, misappropriation, fraud, dishonesty, immorality, conviction, falsification of documents / records or information given in your resume/application for securing job in the company or any undesirable acts which in the opinion of the company is prejudicial and detrimental to the interest of the company. Pending disciplinary action, you can be suspended from service.

13. Separation

(i) You shall have the option to terminate this appointment and employment with the company without assigning any reasons, by giving **a prior written notice of Two months**.

(ii) Notwithstanding anything contained herein, the company reserves the right to terminate your employment with the company (i) by giving one month's notice or notice pay on lieu thereof, if you become unfit for work or unable to discharge duties or are negligent or irregular or inefficient in the discharge or your duties; (ii) with immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you herein or in relation to the services hereunder; or (iii) with immediate effect, if guilty of misconduct as judged by the company or fail to carry out the orders and instructions lawfully issued to you.

(iii) The company reserves the right to pay or recover salary in lieu of notice period. It is the discretion of management to accept salary in lieu of notice if offered by the employee and employee may be asked to serve the full notice period.

(iv) Availing Leaves during notice period is not allowed, failing to which shall be treated as Leave without Pay (Leaves be sanctioned only for medical exigencies or other emergency situations) an employee cannot proceed on any other leave, even if it was approved, prior to his/ her resignation. Such leave approvals shall stand cancelled, automatically.

14. Effect of Separation

(i) Upon termination of employment, howsoever (i) you shall deliver the company all property belonging to the company, holding company, subsidiaries, customers, partners or affiliates including laptops, business cards, mobile phones, all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. and shall not make or retain any copies of these items. (ii) the company shall be entitled to deduct from your remuneration

all your debts and dues (iii) you shall not, thereafter, represent yourself still to relate to the company and

(ii) (iv) company reserves the right to make such internal and/or external announcements as it deems appropriate.

(iii) In the event the employment is terminated by either side, within one year of joining, for any reason whatsoever, all expenses incurred by the Company on your joining and relocation shall be reimbursed by you. This will include without limitation joining bonus (if any), relocation expenses such as travel & transportation, hotel accommodation, daily allowances etc.

15. Other Regulations

(i) Full Time Employment: Your position is a full-time employment with the company, and you will devote your entire time to the work of the company. During the term of employment with the company, you shall not undertake any other business or work (Part-time, advisory or otherwise), directly or indirectly; for remuneration, honorary or otherwise, unless prior permitted by the CEO of the company, in writing, in each case.

(ii) Company Policies and Rules: Your employment will be governed by and you are bound by the decisions, directives, rules, policies and regulations of the company that are in force and which will be introduced from time to time.

(iii) Interest of the Company: You are expected to work diligently, faithfully and to the best of your ability in serving the company and to use the best of your endeavour to promote the interest of the company and perform all duties that may be entrusted to you from time to time.

(iv) Accountability: As an employee of the company, you may be vested with certain powers and authority to help you carry out your responsibilities effectively. You will be accountable and responsible for all your acts performed that are not in the interest of the company irrespective of whether it has been caused by negligence, carelessness, oversight, ignorance of the policies and procedures of the company, or caused by wilful acts against the interests of the company including any misuse of power and authority. If you are found to be acting against the interest of the company, we reserve the right to take all actions permissible under law, including the recovery of any monetary loss to the company due to your actions, even after separation due to resignation or termination.

(v) Prior Information: You shall not during your employment with the company, improperly use or disclose any proprietary/confidential information or trade secret of any former employer or third party and you shall not bring onto the premises of the company any such information or material. We request you to delete any and all such information from your personal computers and data banks. We

expect you to take precautions and necessary actions to ensure a clean, honest, and fair transition to your position. Further, you shall not use any such confidential information which you have been privy to in the past in your new position.

(vi) Authority: You warrant that as at the date of you signing this letter agreement, you have the complete right and authority to enter into this agreement and perform your duties hereunder.

(vii) Non-Compete: You understand and acknowledge that by virtue of your position in the Company, you will be exposed to confidential information of the Company and there is possibility for such information to be disclosed to third parties either inadvertently or otherwise if you work for/with such third parties. Hence, primarily to protect such

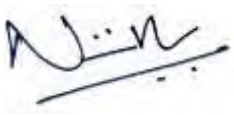
(viii) Confidential information, you agree that during your employment with the Company and for a period of Two (2) Years immediately following termination of your employment, for any reason whatsoever, you shall not directly or indirectly either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in India or elsewhere, any concern/entity that is engaged in developing, designing, producing, marketing or selling products or services in competition with the Company to any industry which the Company serves, or has served during the period of your employment with the Company.

(ix) This Offer and letter agreement shall be governed by the laws of India. All disputes and proceedings shall be subject to the exclusive jurisdiction of the courts in Bangalore.

(x) If any term, condition, section, or provision of this agreement becomes invalid or be so judged, the remaining terms, conditions, sections, and provisions shall be deemed severable and shall remain in force. The failure to exercise, or delay in exercising any right, power or remedy vested in this agreement shall not constitute a waiver of that or any other right, power, or remedy. This agreement constitutes the entire agreement between the parties, and supersedes any prior understandings relating to the subject matter hereof and may be amended only in writing by both parties (except as specified herein).

If you agree to these terms and conditions, kindly return the counterpart of this letter of appointment enclosed herewith duly signed on all pages, within seven days of you receiving it. If you require any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

For LivNSense Technologies,



Authorized Signatory
Human Resources Dept.

ACCEPTANCE OF OFFER / APPOINTMENT TERMS AND CONDITIONS:

I have read and fully understood the terms and conditions of the appointment mentioned in the above letter of appointment and unconditionally accept the same without any reservation, whatsoever.

Signature: _____ Date: _____

Printed Name: _____

ANNEXURE 1: TOTAL COSTS TO COMPANY

SALARY CARD		
NAME OF THE EMPLOYEE	**LOCATION**	**DATE OF JOINING**
ABEY ANTONY	**Bangalore**	**1st June'2021**
COMPONENTS	**PA (PER ANNUM)**	**PM (PER MONTH)**
A. FIXED COMPONENTS		
BASIC	114000	9500
HOUSE RENT ALLOWANCE	45600	3800
LTA	24996	2083
SPECIAL ALLOWANCE	78804	6567
SUB TOTAL (A)	263400	21950
B. EMPLOYERS CONTRIBUTION - PROVIDENT FUND	21600	1800
SUB TOTAL (A+B)	**285000**	**23750**
C. KRA BONUS (ANNUAL INCENTIVE)	15000	----
SUB TOTAL (A+B+C)	**300000**	
Enrolment into Employee PF is mandatory and minimum deduction is 1800 per month. There would be equal amount of deduction from his/her salary. **Medical Insurance - Medical Benefits Scheme is excluded from above package which is part of company employee benefits.**		
Annual Incentive: -Your Maximum Annual Incentive based on KRA is Rs. 15000 (Fifteen thousand only). Payment will be made as per the 'Annual Incentive Scheme (KRA Performance) of the company, to employees who are on rolls of the company as on 1st April of the following year. This condition does not apply to employees who complete 3 years of continuous service in the company. The actual amount of incentive payable will depend upon your & company's performance and the period served by you in the financial year.		

Note:

*Compensation components listed above are subject to the associated taxation guidelines and other applicable regulations of the company which may be revised from time to time.

**KRA Bonus would be paid on 1st of April every year.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear AISHA BANU,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

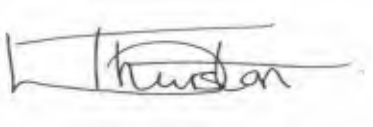
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) AISHA BANU(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear AKASH R,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

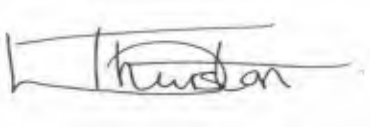
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) AKASH R(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear ALBERT KATUNZI BANYENZA,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

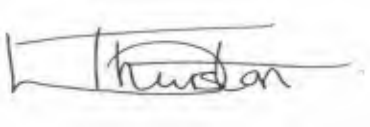
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) ALBERT KATUNZI BANYENZA(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear BENNET MELVIN.A,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

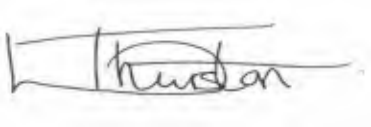
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) BENNET MELVIN.A(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear BENNET MELVIN,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

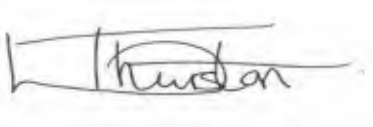
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) BENNET MELVIN(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear BHARATHI N,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

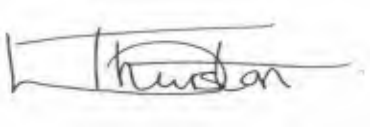
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) BHARATHI N(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear CHANDAN.C,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

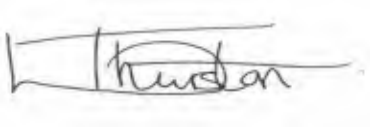
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) CHANDAN.C(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear CHARAN KUMAR A,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

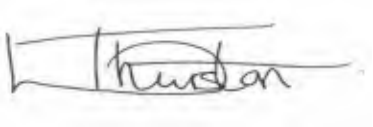
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) CHARAN KUMAR A(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear CHARAN S,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

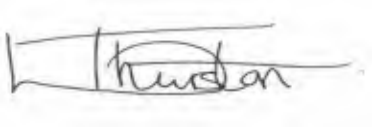
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) CHARAN S(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear DARREN JONATHAN CORREA,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

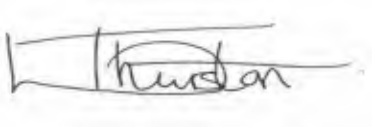
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) DARREN JONATHAN CORREA(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear DEEPAK GOWDA K,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

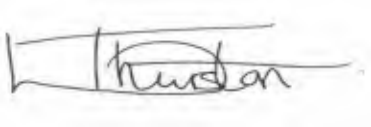
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) DEEPAK GOWDA K(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear DEEPAK GOWDA R,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

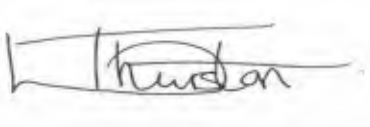
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) DEEPAK GOWDA R(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear DHANUSH D,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

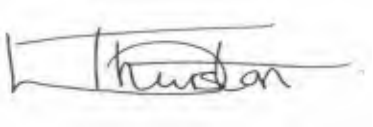
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) DHANUSH D(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear DHARMENDAR G,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

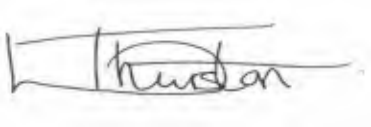
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) DHARMENDAR G(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear DHEERAJ JAISON J,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

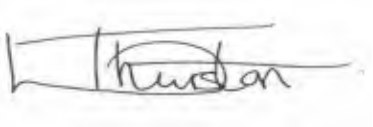
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) DHEERAJ JAISON J(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear DHREERAJ JAISON,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

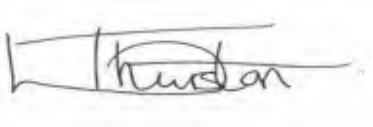
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) DHREERAJ JAISON(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear DIVYA,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

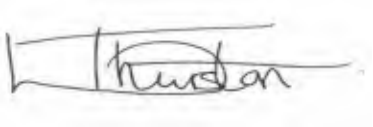
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) DIVYA(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear EDWIN JOY,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

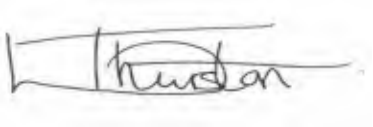
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) EDWIN JOY(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear GIRISHAM N,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

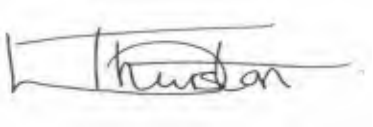
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) GIRISHAM N(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear HARISH BABU M,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

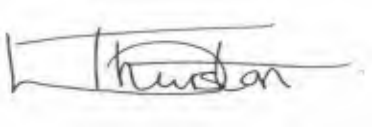
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) HARISH BABU M(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear HARISH BABU.M,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

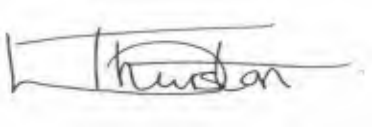
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) HARISH BABU.M(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear HARSHINI . P,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

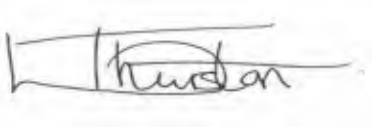
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) HARSHINI . P(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear HARSHINI P,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

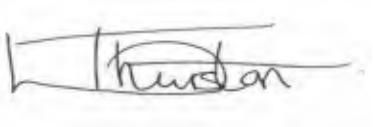
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) HARSHINI P(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear KETAN N PHATAK,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

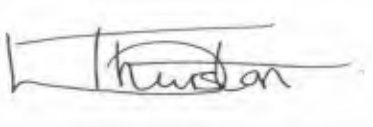
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) KETAN N PHATAK(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear Mahesh Babu A,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

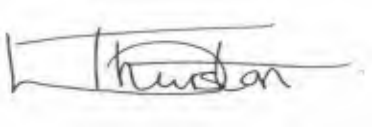
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) Mahesh Babu A(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear Manasa N,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

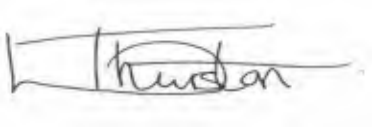
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) Manasa N(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear Manikandan N,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

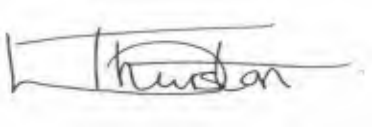
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) Manikandan N(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear Manikantan,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

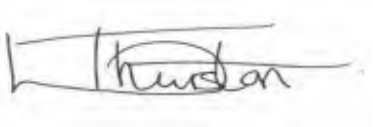
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) Manikantan(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear Manish S Reddy,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

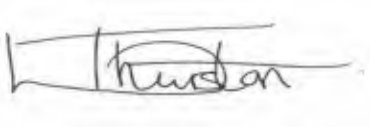
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) Manish S Reddy(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear Manjunath L,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

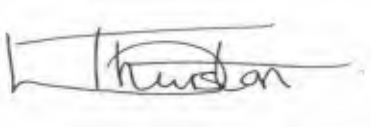
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) Manjunath L(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear Manoj N C,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

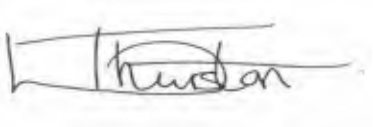
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) Manoj N C(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear MEGHANA B.K,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

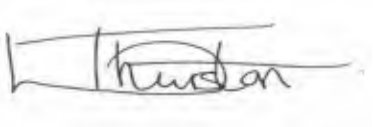
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) MEGHANA B.K(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear MOHAMMED FAIZ M,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

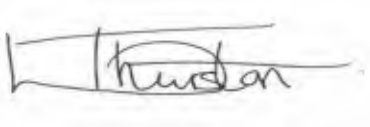
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) MOHAMMED FAIZ M(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SHIVANI N NANJAPPA,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

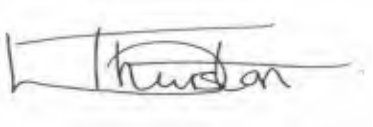
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SHIVANI N NANJAPPA(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SHIVASHANKAR**,**

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

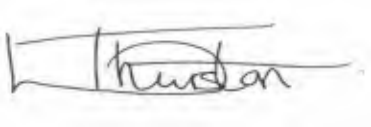
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) AKASH .R(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer’s contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company’s Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company’s Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SHIVASHANKAR M,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

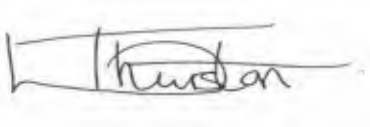
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SHIVASHANKAR M(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer’s contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company’s Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company’s Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SHRAVANTH M KUMAR,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

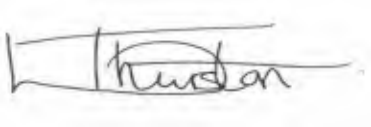
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SHRAVANTH M KUMAR(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SOMIYA R,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

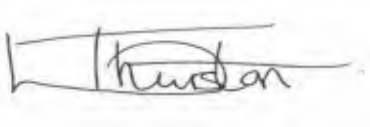
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SOMIYA R(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SONIA R,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

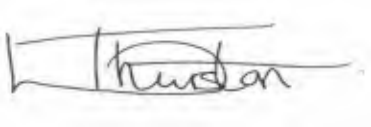
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SONIA R(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SUBASH,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

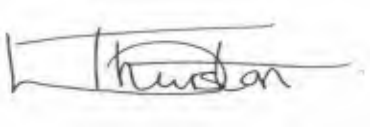
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SUBASH(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SUBBAIAH K K,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

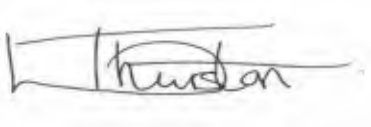
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SUBBAIAH K K(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SUBHASH S,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

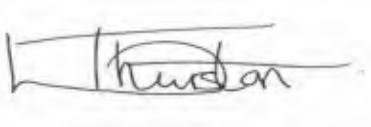
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SUBHASH S(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SUDHAKAR A,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

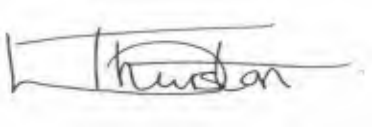
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SUDHAKAR A(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SUHAS P GOWDA,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

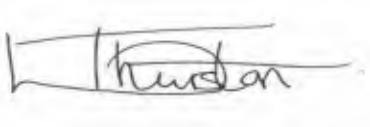
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SUHAS P GOWDA(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SUSHMA A,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

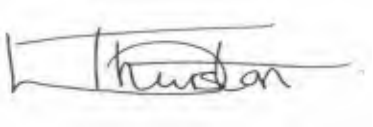
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SUSHMA A(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SWEATHA S,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

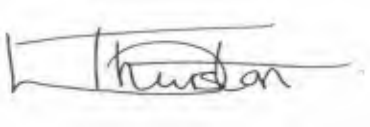
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SWEATHA S(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SYED MUSSAHIR ALI HUSSAINI,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

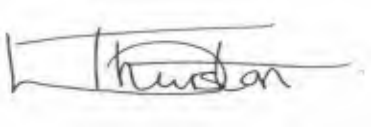
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SYED MUSSAHIR ALI HUSSAINI(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear TEJASHWINI B,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

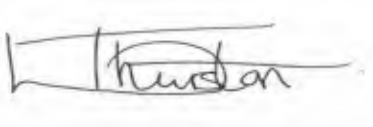
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) TEJASHWINI B(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear THOYAM B A,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

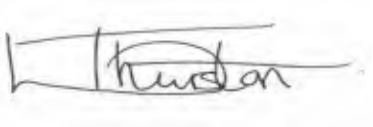
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) THOYAM B A(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear UMARUL FAROOQ,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

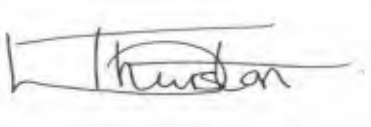
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) UMARUL FAROOQ(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear UMER FAROOQ G H,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

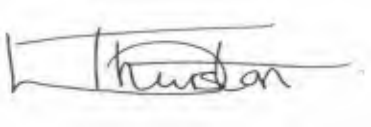
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) UMER FAROOQ G H(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Centre,12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675

27 April 2021

Dear SUDHARSHAN REDDY S K,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, now a part of LSEG, London Stock Exchange Group.

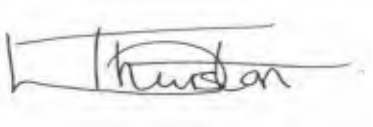
This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,



Laura Thurston Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 27 April 2021.

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senpati Bapat Marg, Mumbai 400 013, Maharashtra, India (the “Company”); and

(2) SUDHARSHAN REDDY S K(the “Employee”)

Name GAUTAM R GHODKE

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group(LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

(b) that directly or indirectly controls the Company; or

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) ormore of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

RMZ Infinity, Tower A & E, Old Madras Road, Benniganahalli, Bengaluru, India, 560016. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role

Start Date

Your employment will commence on 23 May 2021(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required .

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Total Fixed Pay (TFP) will be INR ₹3,00,000.00per annum and is inclusive of your Basic salary of INR ₹2,05,600.00per year,

Employer's contribution towards Provident Fund of INR ₹23,472.00per year, Flexi Benefit Plan of INR ₹60,928.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice [or such lesser period of notice which applies during your Probationary Period].

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

Dear **K B MALLIKARJUNA,** **Date: 7 -Mar -2021**

On behalf of Lumen IT India Pvt. Ltd., (collectively "Lumen")., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 7,40,000.00/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Lumen IT India Pvt. Ltd (collectively "Lumen")

Annexure I

NAME:	**K B MALLIKARJUNA**	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**6,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**7,40,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **MANASSEH SAMUEL,** **Date: 7 -Mar -2021**

On behalf of Lumen IT India Pvt. Ltd., (collectively "Lumen")., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 7,40,000.00/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Lumen IT India Pvt. Ltd (collectively "Lumen")

Annexure I

NAME:	**MANASSEH SAMUEL**	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**6,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**7,40,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Offer: Computer Consultancy
Ref: TCS/DT20218279511/Bangalore
Date: 11/9/2021

Dear M L Suraj,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

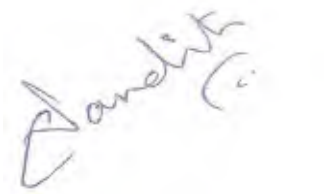
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**M L Suraj**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MADHOSH MANIKANDAN**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear MAHALAKSHMI R,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

Dear Mahalakshmi V

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Mahammed Ismailulla Khan**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

OFFER LETTER

Dear Malswmdawngkimi,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Dear Manasa H

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

TeamLease™
Putting India to Work

MANYIEL ABDELKARIM MANYIEL CHOL

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

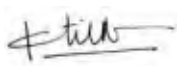
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

insighte

Consultant Offer Letter - Insighte Childcare Private Limited

Place: Bangalore

Name: MARY BANERJEE

Dear MARY BANERJEE

Congratulations!!

You are selected as a **"Assistant Psychologist - School Inclusion".**

We welcome you to join the Insighte Childcare Private Limited hereinafter referred to as "Company" which has been serving over 30+ schools and 1000+ children in creating a more neuro affirmative and inclusive world for Children. Insighte Childcare Private Limited is a holistic child mental healthcare provider where we help families, schools, corporates to build a mental health ecosystem for children.

In this role you will be facilitating inclusion of Neurodiverse children. You would be working with the minor children assigned by Insighte either at their school or in home settings.

Candidate Name: Sunayana Dowerah

Address: 4C Vijyant Towers, Next to Pratiksha Hospital,
VIP road, Borbari, Sixmile.
Guwahati - 781036, Assam, India.

Insighte Childcare Private Limited

Signature of the Consultant:

Work Location: Siddhanta Intellectual School, Gattahalli, Bangalore

The contract is agreed from the 1st of June 2024 to the end of the Academic year for a maximum of 11 months whichever is earlier. This contract can be renewed by the company in consultation with you after the period. By consenting to take up any other client during the period you consent to extend the agreement as per that client requirements.

The company reserves the complete right to change clients or renew the agreement with the client. You are not to engage in any form of negotiation regarding remuneration or services directly with the Client. You are required to find an accommodation closer to the work location so that there is no issue with transport and timings.

You can terminate the contract by giving a two months' notice period.

Remuneration:

You will be provided with a payment of **Rs. 3,60,000 in words "Three Lakh sixty thousand rupees only"** per annum for your work hours from 8 am to 6 pm and attending mandatory meetings and trainings as arranged by the Organization for your professional development.

You need to complete the "School Inclusion Facilitator Training" in 10 weeks of joining the company and until then as a trainee you will be receiving a remuneration of Rs. 18,000 in words "Eighteen Thousand Rupees Only". On successful completion of the same you will be eligible for Rs 2000/- hike and receive payment of Rs. 20,000/- from the following month onwards.

Insighte Childcare Private Limited

Signature of the Consultant:

Failure to complete the training within 10 weeks, your designation will be demoted to trainee, and until you complete training you will be paid a remuneration of Rs 15000.

Other Terms and Conditions

As it is a contract position you acknowledge that you will not be eligible for EPF, PF, ESI any other benefits or medical insurance. The company provides comprehensive medical insurance for those who complete one year of service with the company.

A 10% TDS will be deducted on your monthly payout and filed against your PAN as per Government guidelines, which you can claim as a refund or adjust towards your income tax when you file the same.

You are required to submit proof of attendance on the company provided software. You are required to attend the meetings and training scheduled by the company without fail. Company is entitled to make deductions as per the Payment Policy.

You are required to report to the admin team on the day school/client is not working.

You acknowledge you will not be eligible for any other travel allowance, HRA or any other emoluments.

Terms of Engagement

Insighte reserves the right to allot you clients in school and home care during 8 am to 6 pm. Monday to Friday.

Any other engagement, job or business you choose to do should be with the permission of Insighte and not interfering with the client hours of Insighte.

You will be provided additional remuneration for any other client that is allotted to you in addition to this.

You are required to apply your professional and educational expertise in working with the children assigned by the company.

You are required to come prepared for your sessions on time and prepared with learning materials and activities for the sessions.

Insighte Childcare Private Limited

Signature of the Consultant:

Kindly note that this is a provisional offer and not an offer for employment, your contract is subject to completion of on-boarding process, execution of consultant agreement and starting your work with client.

Instructions to complete the on-boarding process:

1. Attach true copies of proof of current address and Permanent address such as rental agreement or permission of owner along with an affidavit with signed copy of Offer Letter as a reply to this mail.
2. Attach true copies of academic records and work experience certificates.
3. Sign the Consultant Agreement and refer Handbook for any queries.
4. Sign the Child Protection Policy.
5. Reach out to the Insighte Onboarding Manager Maitri on +91 9860984149 (between 10 AM to 7 PM) or hr@insighte.in to finish the remaining process. Kindly carry the signed hardcopy of all your documents and submit the same to the office within two days.

Acceptance of Offer and Signature:

Having read through and understood the offer as detailed above including the terms and condition, I accept the offer in principle, and affix my signature below in acceptance.

Name:

Place:

Date:

Signature of the consultant:

Company Representative: Navya Bachanna, Hiring Manager, Insighte Childcare

Insighte Childcare Private Limited

Signature of the Consultant:

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MIR FAISAL ABBAS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483024/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MOHAMED ADHIL P K**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483025/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MOHAMED ARIF**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Dear Mohammed Ateeq Ur Rehman

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

OFFER LETTER

Dear MOHAMMED BAIS,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- MOHAMMED BASEER PASHA

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 336000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

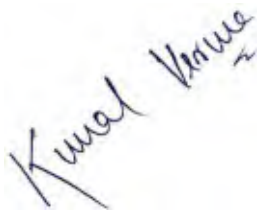
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Mohammed Dahad Pasha,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

TeamLease™
Putting India to Work

MOHAMMED DAIYAAN

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2021 and expire on 14 Jul 2022 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2021. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement. ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representativ es etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you. viii. Comply with leave policy as intimated through the associate handbook ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time,

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name:

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease Services Limited., CIN No. L74140K A2000PLC118395
Ascent Buildin g , # 77,Kora ma n g ala Industrial Layout, Jyothi Nivas College Road, Korama n ga la , Bangalore -5 60 0 9 5.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.tea mle ase .com

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

OFFER LETTER

Dear Mohammed Nabeel Younus,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear MOHAMMED SAQLAIN,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear MOHAMMED SAUD,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear MOHAMMED SHAHID,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

TeamLease™
Putting India to Work

MOHAMMED SHOIB

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

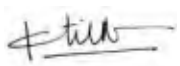
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Offer: Computer Consultancy
Ref: TCS/DT20218279513/Bangalore
Date: 11/9/2021

Dear Mohammed Suhail A,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

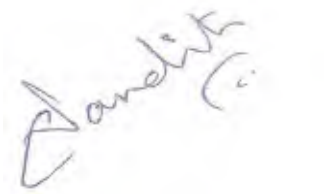
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Mohammed Suhail A**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dear Mohammed Yusuf R Hiremugadur

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MOHAMMEDYUSUF R HIREMUGADUR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohan kumar.R**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MONICA DHARANI SRI C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483003/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear ADITHYAA I,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	ADITHYAA I	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear ADITI MATHUR,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	ADITI MATHUR	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear AFEEDHA NABI BANU D,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	AFEEDHA NABI BANU D	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear AISHWARIYA J,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**AISHWARIYA J**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear AKSHATHA K MURTHY,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**AKSHATHA K MURTHY**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear AKSHAY VARMA,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	AKSHAY VARMA	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear AKSHYA B,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	AKSHYA B	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear AMRUTHA CARVALLO,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**AMRUTHA CARVALLO**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear ANANTHI S,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**ANANTHI S**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear ANJITHA AJITH,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	ANJITHA AJITH	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear Annmary Dominic,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**Annmary Dominic**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear Anusha C,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	Anusha C	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear APARNA NANDA,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**APARNA NANDA**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear APARNA R,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**APARNA R**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear AQELA FATIMA,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**AQELA FATIMA**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear ARCHANA ARUN,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	ARCHANA ARUN	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear ARTHI AUGASSTINA A,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**ARTHI AUGASSTINA A**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear Arthi Augasstina,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**Arthi Augasstina**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear BARASHA BORA,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**BARASHA BORA**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear ILAKEYA J,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	ILAKEYA J	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear JAGTAP SHRADDHA VIJAYANAND,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	JAGTAP SHRADDHA VIJAYANAND	
Designtion	Associate (E1)	
Salary Component	Per Month (INR)	Per Annum (INR)
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear JAISON M VINCENT,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**JAISON M VINCENT**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear JANHAVII NAGPAL,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**JANHAVII NAGPAL**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear JONAH JOHNSON CHAKKARAMAKKIL,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	JONAH JOHNSON CHAKKARAMAKKIL	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear JOSHI KALYANI RAJENDRA,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	JOSHI KALYANI RAJENDRA	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear KEZIAH SAHANA WILKINSON,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	KEZIAH SAHANA WILKINSON	
Designtion	Associate (E1)	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear Phibaneilang Laloo,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**Phibaneilang Laloo**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear Runi Bharadwaj,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**Runi Bharadwaj**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae

MORAE SERVICES INDIA PRIVATE LIMITED
(Wholly owned subsidiary of Morae Global Corporation)

Block C4 (ELM), Ground Floor, Wing A
Embassy Manyata Business Park
Nagawara, Bangalore, Karnataka :
560045, India

CIN: U74999KA2020FTC132061
info@moraeglobal.com
+91 80 3040 4400

Dear Shivani Sakhare,

We are delighted to offer you employment with **Morae Services India PVT LTD** as an **Associate** at **Band E1** at the Company's branch in Bangalore.

With effect from your date of joining, your employment will be governed by the terms and conditions referred in Annexure I and prevailing policies and process of the Company.

Compensation:

Your annual salary including benefits will be **INR 420000**. A detailed breakup of your salary is mentioned in Annexure II.

All payments will be subjected to deduction of tax at source as per applicable statutory regulations.

This offer of employment will expire in One (1) business day from the date of this letter. Any acceptance postmarked or otherwise communicated after this date will be considered invalid.

This offer is contingent upon your positive background verification report and is valid upon you joining before or on the Commencement Date.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Date of Reporting:

You are requested to report to the office of the Company at Wing A, Block C4 (ELM), Ground Floor, Embassy Manyata Business Park, Nagawara, Bangalore 560045, on the Commencement Date. In the event of you failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company.

Please note that the terms of this offer (including the terms contained in the Annexure I & II) are strictly confidential between you and the Company.

Please let us know if you have any questions about the items set forth above. We look forward to welcoming you to the Morae Group family.

Best Wishes,

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes
Chief People officer

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

Annexure 1

Employment Terms

1. **Remuneration and Perquisites:**

a) You will be entitled to receive salary and reimbursements/allowances and other benefits as per existing policies of the company.

2. **Benefits:**

b) You will be eligible for Group Personal Accident Insurance, Mediclaim for you and your immediate dependents (Spouse & upto 2 Children, parent/ In-law), and Life Term Insurance**.**

c) You will be eligible for 27 days of paid time off (Earned Leave and Sick/Casual Leave). You will also be eligible for 10 paid holidays for Indian festivals and 1 floating leave asper the prevailing leave policy, which may be amended from time to time.

d) You will be eligible for transportation to office as per the company's current available transportation facilities.

3. **General Terms and Conditions**

a) Your employment is contingent upon you successfully completing the Background check on your past employment and education credentials, which includes clearing your final year graduation or post-graduation successfully.

b) You shall be a full time employee of the company, based at the location as specified in the first paragraph of this letter. The Company reserves the right to request that you relocate or transfer your services to another office location of Morae Global or its subsidiary or an entity present or future or to any of the client location, in which case you will abide by the terms and working conditions governing such office and the Company will reimburse reasonable relocation expenses for you and your immediate family.

c) You will at all times perform the duties required under this agreement and devote substantially all productive time, skill and energy to perform these duties for the Company. While in the Company's employment, you will not engage in any other employment or business activity, including, without limitation, transacting business or providing services similar or related to the Company's business, or take up any other office, honorary or otherwise, without the advance or prior written consent of the Company's CEO.

d) You shall not directly or indirectly at any time during the term of your employment with the Company and for a period of one (1) year from the date of your termination (voluntary or otherwise) for any reason, either on your own account or for any other person or entity, (i) solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to your knowledge is a client, customer or employee of, or in the habit of dealing with the Company or any of its affiliates; and (ii) carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder,

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company (a "Competitor"), nor engage in any activity that conflicts with your obligations to the Company as provided herein

e) Confidentiality

(i) In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes and plans (the "Confidential Information"). All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of your contravening this confidentiality provision while in the service of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you. For avoidance of doubt, these confidentiality restrictions are permanent and do not lapse upon your departure from the company.

(ii) You shall not employ, use and /or engage the Confidential Information for any purpose other than the business of the company and only during the course of your employment with the Company. The Confidential Information may only be used, copied or disclosed by you during your employment with the Company only as necessary to carry out the Company's business, and, where applicable, only as required or authorized under the termsof any agreements between the Company and the person or entity receiving such Confidential Information. You agree not to take or keep any Confidential Information when you leave the Company, and to return all Confidential Information to the Company before your departure. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the Company's CEO to seek the Company's consent prior to any disclosure.

For the purpose of the aforesaid clauses, Confidential Information shall include any information which is confidential to the Company, commercially sensitive and is not in the public domain relating to or belonging to the Company or any corporate parents, affiliates or subsidiaries of the Company. Confidential Information includes, without limitation, information relating to business methods, corporate plans, management systems, finances, new business opportunities, marketing or sales of any past, present or future product or service, lists or details of customers, potential customers or the arrangements made with any customer, as well as the Company's professional, technical and administrative manuals; associated forms, processes and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans.

f) Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, inventions, discoveries, techniques, technologies, methodologies, software, improvements, process, adaptation or any improvement in procedures or other matters of work, irrespective of whether it is the subject matter of protection granted to any intellectual property rights (including without limitation, patents, designs and copyrights), made, developed or discovered by you alone or jointly with any other person or persons, or in connection with services provided to

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

clients of the Company while in the employment of the Company, in connection with or in any way affecting or relating to the business or expected business of the Company or capable of being used or adapted for use therein or in connection therewith (collectively, the "Works") shall forthwith be promptly disclosed to the Company and shall belong to and be the absolute property of the Company. All such Works shall be deemed to be "works made for hire" under applicable law. Pursuant to its exclusive proprietary rights, the Company shall have the sole andexclusive right, inter alia, to use, modify or adapt the Works that you have developed during thecourse of your employment. You hereby assign all of your rights, title and interests (including, without limitation, all copyrights, trademarks, patent rights and other intellectual property rights, including applications therefor) in such Works to the Company. Whenever requested to do so by the Company, you shall execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain letters patent, copyrights or any other protection in India or any foreign country, or otherwise protect the Company's interests therein. If you do not execute such instruments within five (5) days ofthem being presented to you, you hereby appoint the Company with limited power of attorney to execute all such instruments. This power of attorney is a right coupled with an interest and isirrevocable, these obligations shall continue beyond the conclusion of your employment with the Company, and shall be binding upon your assigns, executors, administrators and other legal representatives. All Works shall be considered Confidential Information.

g) You will be governed by the rules and regulations of employment established by the Company and general work practices, which will be in force from time to time.

h) You will be responsible for the safe keeping and the return in good condition and order, of all property of the Company such as equipment, computers, books, etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as the Company deems proper in the event of your failure to account for such property to the satisfaction of the Company.

i) You will keep the Company informed of any change in your residential address or in your civil status.

j) You shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

k) This appointment and its continuance are subject to you being found and remaining physically and mentally fit to perform the desired role.

l) You shall automatically retire from the services of the company on your attaining 58 years of age.

m) Confirmation Period:

You will on probation for a period of six months from the date of joining the company. Your services will be confirmed subject to your satisfactory performance for the first (6) months of your employment and thereafter, a letter of confirmation will be issued to you in writing. You continue to be on probation until expressly confirmed in writing.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

n) Notice Period:

(i) Your employment with the Company can be terminated by either party on serving 1 months' notice during probation and two months' notice upon confirmation in writing for confirmed employees and 1 months' notice for employees on probation. The notice shall be served in writing.

(ii) You will be relieved from the services of the company on completion of necessary exit formalities as per the policy and process of the Company.

o) Termination of Services:

(i) The Company reserves its right to, at its sole discretion, accept your resignation and relieve you immediately by waiving the necessity for such notice. You will be governed by the policies laid down by the Company from time to time and if there is any breach of the same or non-performance of contractual obligations or the terms and conditions laid down in this letter, your service may be terminated without any notice whatsoever notwithstanding any other terms and conditions stipulated herein.

(ii) In the event, at a later date, any of the statements/particulars furnished by you to the Company are found to be false or misleading, or your work performance falls short of the minimum standards required by the Company, the Company shall have the right to terminate your services, without any notice period, notwithstanding any other terms and conditions stipulated herein.

(iii) The Company shall be entitled to initiate legal proceedings for any such breach of the above terms and conditions.

(iv) Upon termination of your employment with the Company, you shall forthwith return to the Company all assets and property of the Company including all documents, files, books, papers, memos, software or any other property of the Company in your possession or under your control.

(v) In case of any work related international business visits / travel assignments undertaken by you at the request of representatives of Morae Services India Private Limited ('Company') or an associate/ group company of Morae Services India Private Limited, you hereby agree to serve the organization for a minimum tenure based on the duration of your stay. For any travel ranging 'three weeks to three months', you will be required to serve the Company for at least six months from the date of your return to the Bangalore office. For any travel beyond three months, you will be required to serve the Company for at least twelve months from the date of your return to the Bangalore office. Upon failure on your part to serve the minimum required tenure (stated above –being in active service and not serving notice period), you agree to repay to the Company all the costs direct and incidental to the stated travel.

p) Injunctive Relief:

In the event of a breach or threatened breach by you of any provisions of Sections 3(c) or 3(d) (regarding non-compete and non-solicit obligations), 3(e) (regarding confidentiality) or 3(f) (regarding intellectual property) of this agreement, you agree that the Company, in addition to any other legal and equitable remedies available to it, shall be entitled to provisional andinjunctive relief. You further agree that no bond shall be required to be posted by the Company in connection with any such action for provisional or injunctive relief. The Company may pursue

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

any remedy available to it, concurrently or consecutively in any order, and the pursuit of one such remedy will not be deemed to be an election of remedies or waiver of the right to pursue any other remedy.

q) Severability:

If any term or provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not effect, impair or invalidate the remainder of this Agreement, but shall be confined in its operation to the provisions of this Agreement directly involved in the controversy in which such judgment shall have been rendered.

Notwithstanding the above, in the event any provision as presently set forth is determined to be invalid by a court of competent jurisdiction, the parties hereto agree that this Agreement shall be appropriately modified so that each and every provision hereof is enforceable to the maximum extent permitted by law.

r) Relocation expense:

The Management reserves its right to cover reasonable relocation expenses and any amount paid by the employee in lieu of the notice period for previous employment as per the policy. The employee will have to pay back any such reimbursements if they leave the company within 12 months from the date of joining.

If this offer letter is being issued electronically, we would request you to sign it and return a scanned copy in confirmation of you having accepted the above terms and conditions.

We welcome you to the Morae Group family, and we hope that you will have a long and fruitful career with us.

DocuSign Envelope ID: 2A48D86E-2BAD-44B8-86AE-CB487B926224

morae.

ANNEXURE II
REMUNERATION AND PERQUISITES

Employee Name	**Shivani Sakhare**	
Designtion	**Associate (E1)**	
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Gross (A)		
Basic	10,439	1,25,272
HRA	4,176	50,109
Medical	1,250	15,000
Food Allowance	1,100	13,200
LTA	3,333	40,000
Employee Provident Fund	1,800	21,600
Statutory Bonus	1,400	16,800
Special Allowance	11,299	1,35,593
Benefits (B)		
Transport Allowance	2,200	26,400
Gratuity	502	6,026
Total CTC (A+B)	37,500	420000

**The annual compensation amount (CTC) is inclusive of National Pension Scheme & Statutory bonus, if applicable*

**Transport allowance of INR 2200 will be paid to you on a monthly basis, if you do not avail the company provided transport facility*

**All Payments will be subjected to deduction of tax at source as per the applicable statutory regulations.*

For Morae Services India Private Limited

DocuSigned by:
Ann Marie Kartsounes
52C8F1353C5E477...

Ann Marie Kartsounes

Chief People Officer

I accept the offer and all terms and conditions set forth

Name:

Signature & Date:

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- MOSES CHOWDHARY

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 336000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

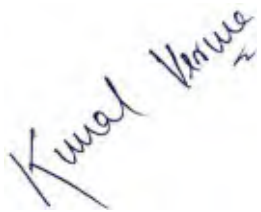
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MUHAMMAD TAAIR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483004/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Dear **Anand Kumar**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500001- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	Anand Kumar		
TITLE:	**Software Engineer Trainee**	**GRADE**	**P2**

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500001**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **Ansu Varghese**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500002- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	Ansu Varghese	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500002**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **Anusha S**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500004- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	Anusha S	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500004**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **Anusha K B**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500003- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	Anusha K B	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500003**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **ARNOLD LUIZ**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	ARNOLD LUIZ	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **ASHISH KUMAR UPADHYAY**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	ASHISH KUMAR UPADHYAY	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **ASHWINI S**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	ASHWINI S		
TITLE:	**Software Engineer Trainee**	**GRADE**	**P2**

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **AYAAN MOHIUDDIN JEELANI**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	AYAAN MOHIUDDIN JEELANI	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **BHARATH S**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	BHARATH S		
TITLE:	**Software Engineer Trainee**	**GRADE**	**P2**

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **BRIJESH S SHARMA**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	BRIJESH S SHARMA	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **BURUGU HUNDEKAR MEHAFOOZ UL HAQ**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	BURUGU HUNDEKAR MEHAFOOZ UL HAQ	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **C ZOTHANK IMA**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	C ZOTHANK IMA	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **EREGINENI CHANDRADEEP**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	EREGINENI CHANDRADEEP	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **GAGAN M**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GAGAN M	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **GAURAV KUMAR YADAV**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GAURAV KUMAR YADAV	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **GHANASHYAM G**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GHANASHYA M G	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **JANG HANI**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	JANG HANI	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **JAVID MOHAMEED J**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	JAVID MOHAMEED J	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **HARSHAVARDHAN M**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	HARSHAVARDHAN M	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **MOHAMMED FAAIZ ANSARI**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	MOHAMMED FAAIZ ANSARI	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **MOHAMMED NEHAL AZEEM**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	MOHAMMED NEHAL AZEEM	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **P SACHIN SIYAL**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	P SACHIN SIYAL	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **PRASHANTH KUMAR S**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	PRASHANTH KUMAR S	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **PRAVEEN JADHAV**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	PRAVEEN JADHAV	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **SHREYAS J**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	SHREYAS J		
TITLE:	**Software Engineer Trainee**	**GRADE**	**P2**

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **SUPRITH G GOWDA**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	SUPRITH G GOWDA	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **SUSHIL KUMAR M**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	SUSHIL KUMAR M	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **THARUNYA A**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	THARUNYA A	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **THEJASHWINI D**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	THEJASHWIN I D	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **THIPPESH A**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	THIPPESH A	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **VIDHYA SHREE A**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	VIDHYA SHREE A	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **VIJAY R**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	VIJAY R	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Dear **VIVEK JANGIR S**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	VIVEK JANGIR S	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- MUSKAAN SHARAFATH MS

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 336000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

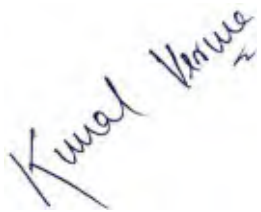
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Dear Muskan Taj

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

NAGENDRA V

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

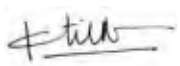
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

insighte

Consultant Offer Letter - Insighte Childcare Private Limited

Place: Bangalore

Name: NANDANA MADHU CHANDRATH

Dear NANDANA MADHU CHANDRATH

Congratulations!!

You are selected as a **"Assistant Psychologist - School Inclusion".**

We welcome you to join the Insighte Childcare Private Limited hereinafter referred to as "Company" which has been serving over 30+ schools and 1000+ children in creating a more neuro affirmative and inclusive world for Children. Insighte Childcare Private Limited is a holistic child mental healthcare provider where we help families, schools, corporates to build a mental health ecosystem for children.

In this role you will be facilitating inclusion of Neurodiverse children. You would be working with the minor children assigned by Insighte either at their school or in home settings.

Candidate Name: Sunayana Dowerah

Address: 4C Vijyant Towers, Next to Pratiksha Hospital,
VIP road, Borbari, Sixmile.
Guwahati - 781036, Assam, India.

Insighte Childcare Private Limited

Signature of the Consultant:

Work Location: Siddhanta Intellectual School, Gattahalli, Bangalore

The contract is agreed from the 1st of June 2024 to the end of the Academic year for a maximum of 11 months whichever is earlier. This contract can be renewed by the company in consultation with you after the period. By consenting to take up any other client during the period you consent to extend the agreement as per that client requirements.

The company reserves the complete right to change clients or renew the agreement with the client. You are not to engage in any form of negotiation regarding remuneration or services directly with the Client. You are required to find an accommodation closer to the work location so that there is no issue with transport and timings.

You can terminate the contract by giving a two months' notice period.

Remuneration:

You will be provided with a payment of **Rs. 3,60,000 in words "Three Lakh sixty thousand rupees only"** per annum for your work hours from 8 am to 6 pm and attending mandatory meetings and trainings as arranged by the Organization for your professional development.

You need to complete the "School Inclusion Facilitator Training" in 10 weeks of joining the company and until then as a trainee you will be receiving a remuneration of Rs. 18,000 in words "Eighteen Thousand Rupees Only". On successful completion of the same you will be eligible for Rs 2000/- hike and receive payment of Rs. 20,000/- from the following month onwards.

Insighte Childcare Private Limited

Signature of the Consultant:

Failure to complete the training within 10 weeks, your designation will be demoted to trainee, and until you complete training you will be paid a remuneration of Rs 15000.

Other Terms and Conditions

As it is a contract position you acknowledge that you will not be eligible for EPF, PF, ESI any other benefits or medical insurance. The company provides comprehensive medical insurance for those who complete one year of service with the company.

A 10% TDS will be deducted on your monthly payout and filed against your PAN as per Government guidelines, which you can claim as a refund or adjust towards your income tax when you file the same.

You are required to submit proof of attendance on the company provided software. You are required to attend the meetings and training scheduled by the company without fail. Company is entitled to make deductions as per the Payment Policy.

You are required to report to the admin team on the day school/client is not working.

You acknowledge you will not be eligible for any other travel allowance, HRA or any other emoluments.

Terms of Engagement

Insighte reserves the right to allot you clients in school and home care during 8 am to 6 pm. Monday to Friday.

Any other engagement, job or business you choose to do should be with the permission of Insighte and not interfering with the client hours of Insighte.

You will be provided additional remuneration for any other client that is allotted to you in addition to this.

You are required to apply your professional and educational expertise in working with the children assigned by the company.

You are required to come prepared for your sessions on time and prepared with learning materials and activities for the sessions.

Insighte Childcare Private Limited

Signature of the Consultant:

Kindly note that this is a provisional offer and not an offer for employment, your contract is subject to completion of on-boarding process, execution of consultant agreement and starting your work with client.

Instructions to complete the on-boarding process:

1. Attach true copies of proof of current address and Permanent address such as rental agreement or permission of owner along with an affidavit with signed copy of Offer Letter as a reply to this mail.
2. Attach true copies of academic records and work experience certificates.
3. Sign the Consultant Agreement and refer Handbook for any queries.
4. Sign the Child Protection Policy.
5. Reach out to the Insighte Onboarding Manager Maitri on +91 9860984149 (between 10 AM to 7 PM) or hr@insighte.in to finish the remaining process. Kindly carry the signed hardcopy of all your documents and submit the same to the office within two days.

Acceptance of Offer and Signature:

Having read through and understood the offer as detailed above including the terms and condition, I accept the offer in principle, and affix my signature below in acceptance.

Name:

Place:

Date:

Signature of the consultant:

Company Representative: Navya Bachanna, Hiring Manager, Insighte Childcare

Insighte Childcare Private Limited

Signature of the Consultant:

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- NANDHA KUMAR.E

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 336000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

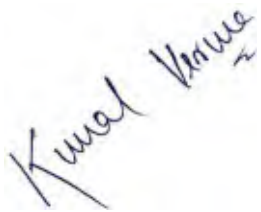
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

OFFER LETTER

Dear Nandhana Madhu Chandrath,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Naveen Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.450000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2022. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2022.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- NAVEEN.K.C

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 336000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

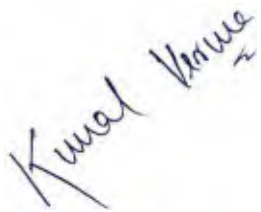
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Offer: Computer Consultancy
Ref: TCS/DT20218279521/Bangalore
Date: 11/9/2021

Dear NAYANA M A,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹350000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

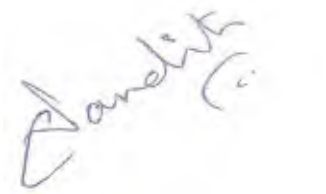
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**NAYANA M A**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	350000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dear Nayana M M A

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Dear NAYANATARA D

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 330000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Nikhil Reddy M R

Dear **Nikhil Reddy M R**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:

Artee Pandita

Artee Pandita _____
Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Offer: Computer Consultancy
Ref: TCS/DT20218279520/Bangalore
Date: 11/9/2021

Dear Nikhil S Nandi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

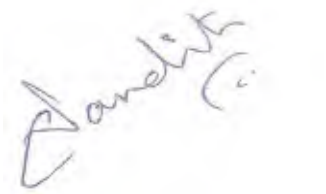
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Nikhil S Nandi**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

OFFER LETTER

Dear NIKHIL TONEY THOMAS,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- NIKITHA.P

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 336000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

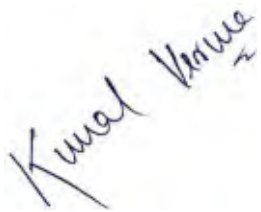
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

NINUMOL T R

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

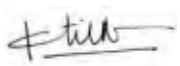
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

OFFER LETTER

Dear NIRANTH R,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear NITHYA SHREE.M,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear NOAH LALROCHHARA,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Engagement Letter

Dear KIRANKUMAR B S,

With reference to the discussion, we are pleased to offer you the opportunity of undergoing full-time opportunity with **Tesco Bengaluru Private Limited ("Company").**

Term: You will be engaged as an apprentice for the term of **6 months commencing from 7 August 2022**. You shall report to us in our office located at No.81 & 82, EPIP Area, Whitefield, Bangalore-66, on or before the commencement of your Internship Period. During your internship, you will be assigned to the Business Transformation vertical, where you will work under the guidance of Suman Jha. Your line manager for the duration of the internship will be Sankha Mahapatra.

Stipend: During your internship you will be paid a consolidated sum of **25,000 per month (Twenty-Five Thousand), post probation period your CTC would be INR 8,00,000 lakhs (per annum).** You understand and agree that internship will not in any way (i) be deemed or construed as an offer of employment from the Company, either during or post the Internship Period (as defined above) or, (ii) entitle you to any employment wages or benefits (or incentives). This internship does not entitle you to claim any other additional remuneration and/or benefits, whether statutory or otherwise, which is or may be enjoyed by employees of the Company.

During your Internship Period, you will be given on the job training which will include projects, tasks and assignments to develop your learning in the Vertical, and the Company expects you to undergo training/learning as an intern with a high standard of initiative and efficiency. You shall devote yourself exclusively during the Internship Period to undergoing the internship and not seek internship or other opportunities with any third party.

During your Internship Period, you shall maintain a record of all your internship activities, including your projects, tasks and assignments performed, in the format as may be prescribed by the Company from time to time ("**Internship Diary**") and diligently update your Guide about the same on a periodic basis.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

General Terms and Conditions:

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

1. **Place of internship/ PPO** – You would be based out of our office in Bangalore.

2. **Confidentiality agreement:**

a. You will not, during continuance of this internship and thereafter disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential nature.

b. You shall treat all information obtained during the course of your internship with the Company, either directly or from the other employees of the Company, or during the course of your work with the Company, as strictly confidential.

c. Such information may include, without limitation, the Company's financials, customer/clients, modes of operation, information relating to research, development, trade secrets, contact names, address, phone numbers, technical, financial, marketing, manufacturing, distribution, or other technical or business information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, customers and suppliers as well as software for business and professional use, application programs, operating systems, internet websites or e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace, etc., used by you in the course of your internship with the Company. Confidential information shall also include information of the Company's associates/group companies/affiliates/parent company but shall not include information known or available to you prior to your internship with the Company.

d. You shall recognize that the Company has received and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purpose. During the term of your internship and thereafter, you will not disclose such confidential or proprietary information to anyone except as necessary in carrying out your internship activities in the Company and consistent with the Company's agreement with such customers or third party. You will not use such information for the benefit of anyone other than the Company. You will also not disclose any confidential or proprietary information to anyone inside the Company except on a "need-to-know" basis

3. **Leave** - You are entitled for leave of one day per month You will also be entitled to 12 days of sick leave per annum and pro rata for a period less than 1 year during the internship period.

4. **Working hours** - We work 5 days a week, with 9 hours of work per day. However, any change to this will be conveyed to you from time to time. Holidays as followed at Tesco will be applicable to you.

5. **Postal address** – You will keep the Company informed of the postal address along with contact number for communication. You will also keep the Company informed of the changes that may occur in your postal address and contact number during your Internship Period with the Company.

6. **Intellectual Property and Information Security**

a. The Company shall be the sole owner of all its intellectual property rights (IPR). During your internship with the Company or thereafter, you are not permitted to use any IPR of the Company. For purposes of this clause IPR includes Patents, Copyrights, trademarks, service marks, brand names, designs, inventions, intangible assets, processes, methods, drawings, trade secrets etc.

b. You hereby assign exclusively and irrevocably to the Company all right, title and interest in and to any all inventions, discoveries, designs, developments, improvements, copyrightable material, and trade secrets (collectively herein "Inventions") that you solely or jointly may conceive, write, encode, develop, or reduce to practice during your internship training with the Company.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

c. You will make prompt and full disclosure to the Company of any inventions, and if for any reason the assignment pursuant to this clause is not effective, will hold all such inventions in trust for the sole benefit of the Company. You also undertake to sign any documents, forms, applications, affidavits, etc., that may be required to assign all Inventions in favour of the Company.

d. During your internship training with the Company you will also be bound by the Information Security Policy of the Company and its amendments from time to time. Any breach in usage of the information, information assets, intellectual property and information technology, or compliance of the applicable rules and regulations shall be viewed seriously and shall also be liable for serious consequences including termination of internship training.

e. The Company shall have the right to vary or modify any or all the terms and conditions which shall be binding on you.

The existing rules, guidelines and policies and amendments from time to time shall be made available on the Company intranet. On joining us, you are expected to read, understand, accept and abide by the same.

7. Separation/Termination– Your internship period with us will conclude on **7 February 2024**. However, depending on the tenure of your Apprentice training the following written notice period shall apply.

Tenure	Intern Notice Period
Up to 6 months	1 Week (7 calendar days)
Beyond 6 months	1 month (30 calendar days)

Absence for consecutive period of 3 working days without prior approval of your Guide (including overstay of leave), would be deemed to be abandonment of internship your internship with the Company shall automatically come to an end without any notice or intimation.

The Company is also entitled to terminate your internship immediately without stipend or notice upon you being guilty of any misconduct or being convicted by any criminal court, being involved in fraudulent acts, etc., or for any other reason or for any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; The Company would also reserve its right to terminate your internship without assigning any reason by serving a notice of one month in case of tenure more than six months and one week for tenure up to six months.

8. Post termination- On completion / termination of internship, you will immediately surrender to the Company all specifications, documents, literature, drawings, records, assets, laptop, etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items as well as a copy of your Internship Diary.

9. Discipline

a. You shall be expected to abide by the policies, rules and regulations of the Company, be courteous, honest and professional within the Company and with its clients/customers, and maintain & represent the Company's high standards of professional services at all times, in the Company

b. You shall be responsible for all Company properties and material that are in your possession, and all infrastructures like telephones, computers, and projectors etc that have been provided to you to enable you in your work.

c. You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

You will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your internship. The Company shall have the right to vary or modify any or all the above terms and conditions in its sole discretion and which shall be binding on you.

10. Verification- You will be liable to go through a third party driven background verification. In the unlikely event that the background verification comes as negative, then this Internship agreement will be terminated immediately in the sole discretion of the Company. You will need to mandatorily provide all necessary information and documents to facilitate the background verification documents, and non-compliance of this will lead to withdrawal of the internship offer.

This contract has been made in Bangalore and any dispute or suit, action or proceedings arising out of this Agreement or breach thereof or in respect of any matter or thing as herein contained and any claim by either party against the other shall be instituted or adjudicated upon only by the appropriate court of law in the city of Bangalore. Furthermore, for avoidance of doubt, this engagement letter shall always remain subject to the Internship Policy, other applicable policies of the Company and applicable laws. Accordingly, in case of any conflict between the terms of this engagement letter and the Company's policies (or applicable laws, as appropriate), the Company's policies shall take precedence.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

By signing below, I acknowledge that I have read and understood the terms of my employment with Tesco and hereby accept and agree the same, including without limitation, all the annexures attached herein:

Name: _____ Signature: _____ Date: _____

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

Engagement Letter

Dear KISHORE S V,

With reference to the discussion, we are pleased to offer you the opportunity of undergoing full-time opportunity with **Tesco Bengaluru Private Limited ("Company").**

Term: You will be engaged as an apprentice for the term of **6 months commencing from 7 August 2022**. You shall report to us in our office located at No.81 & 82, EPIP Area, Whitefield, Bangalore-66, on or before the commencement of your Internship Period. During your internship, you will be assigned to the Business Transformation vertical, where you will work under the guidance of Suman Jha. Your line manager for the duration of the internship will be Sankha Mahapatra.

Stipend: During your internship you will be paid a consolidated sum of **25,000 per month (Twenty-Five Thousand), post probation period your CTC would be INR 8,00,000 lakhs (per annum).** You understand and agree that internship will not in any way (i) be deemed or construed as an offer of employment from the Company, either during or post the Internship Period (as defined above) or, (ii) entitle you to any employment wages or benefits (or incentives). This internship does not entitle you to claim any other additional remuneration and/or benefits, whether statutory or otherwise, which is or may be enjoyed by employees of the Company.

During your Internship Period, you will be given on the job training which will include projects, tasks and assignments to develop your learning in the Vertical, and the Company expects you to undergo training/learning as an intern with a high standard of initiative and efficiency. You shall devote yourself exclusively during the Internship Period to undergoing the internship and not seek internship or other opportunities with any third party.

During your Internship Period, you shall maintain a record of all your internship activities, including your projects, tasks and assignments performed, in the format as may be prescribed by the Company from time to time ("**Internship Diary**") and diligently update your Guide about the same on a periodic basis.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

General Terms and Conditions:

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

1. **Place of internship/ PPO** – You would be based out of our office in Bangalore.

2. **Confidentiality agreement:**

a. You will not, during continuance of this internship and thereafter disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential nature.

b. You shall treat all information obtained during the course of your internship with the Company, either directly or from the other employees of the Company, or during the course of your work with the Company, as strictly confidential.

c. Such information may include, without limitation, the Company's financials, customer/clients, modes of operation, information relating to research, development, trade secrets, contact names, address, phone numbers, technical, financial, marketing, manufacturing, distribution, or other technical or business information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, customers and suppliers as well as software for business and professional use, application programs, operating systems, internet websites or e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace, etc., used by you in the course of your internship with the Company. Confidential information shall also include information of the Company's associates/group companies/affiliates/parent company but shall not include information known or available to you prior to your internship with the Company.

d. You shall recognize that the Company has received and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purpose. During the term of your internship and thereafter, you will not disclose such confidential or proprietary information to anyone except as necessary in carrying out your internship activities in the Company and consistent with the Company's agreement with such customers or third party. You will not use such information for the benefit of anyone other than the Company. You will also not disclose any confidential or proprietary information to anyone inside the Company except on a "need-to-know" basis

3. **Leave** - You are entitled for leave of one day per month You will also be entitled to 12 days of sick leave per annum and pro rata for a period less than 1 year during the internship period.

4. **Working hours** - We work 5 days a week, with 9 hours of work per day. However, any change to this will be conveyed to you from time to time. Holidays as followed at Tesco will be applicable to you.

5. **Postal address** – You will keep the Company informed of the postal address along with contact number for communication. You will also keep the Company informed of the changes that may occur in your postal address and contact number during your Internship Period with the Company.

6. **Intellectual Property and Information Security**

a. The Company shall be the sole owner of all its intellectual property rights (IPR). During your internship with the Company or thereafter, you are not permitted to use any IPR of the Company. For purposes of this clause IPR includes Patents, Copyrights, trademarks, service marks, brand names, designs, inventions, intangible assets, processes, methods, drawings, trade secrets etc.

b. You hereby assign exclusively and irrevocably to the Company all right, title and interest in and to any all inventions, discoveries, designs, developments, improvements, copyrightable material, and trade secrets (collectively herein "Inventions") that you solely or jointly may conceive, write, encode, develop, or reduce to practice during your internship training with the Company.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

c. You will make prompt and full disclosure to the Company of any inventions, and if for any reason the assignment pursuant to this clause is not effective, will hold all such inventions in trust for the sole benefit of the Company. You also undertake to sign any documents, forms, applications, affidavits, etc., that may be required to assign all Inventions in favour of the Company.

d. During your internship training with the Company you will also be bound by the Information Security Policy of the Company and its amendments from time to time. Any breach in usage of the information, information assets, intellectual property and information technology, or compliance of the applicable rules and regulations shall be viewed seriously and shall also be liable for serious consequences including termination of internship training.

e. The Company shall have the right to vary or modify any or all the terms and conditions which shall be binding on you.

The existing rules, guidelines and policies and amendments from time to time shall be made available on the Company intranet. On joining us, you are expected to read, understand, accept and abide by the same.

7. Separation/Termination– Your internship period with us will conclude on **7 February 2024**. However, depending on the tenure of your Apprentice training the following written notice period shall apply.

Tenure	Intern Notice Period
Up to 6 months	1 Week (7 calendar days)
Beyond 6 months	1 month (30 calendar days)

Absence for consecutive period of 3 working days without prior approval of your Guide (including overstay of leave), would be deemed to be abandonment of internship your internship with the Company shall automatically come to an end without any notice or intimation.

The Company is also entitled to terminate your internship immediately without stipend or notice upon you being guilty of any misconduct or being convicted by any criminal court, being involved in fraudulent acts, etc., or for any other reason or for any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; The Company would also reserve its right to terminate your internship without assigning any reason by serving a notice of one month in case of tenure more than six months and one week for tenure up to six months.

8. Post termination- On completion / termination of internship, you will immediately surrender to the Company all specifications, documents, literature, drawings, records, assets, laptop, etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items as well as a copy of your Internship Diary.

9. Discipline

a. You shall be expected to abide by the policies, rules and regulations of the Company, be courteous, honest and professional within the Company and with its clients/customers, and maintain & represent the Company's high standards of professional services at all times, in the Company

b. You shall be responsible for all Company properties and material that are in your possession, and all infrastructures like telephones, computers, and projectors etc that have been provided to you to enable you in your work.

c. You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

You will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your internship. The Company shall have the right to vary or modify any or all the above terms and conditions in its sole discretion and which shall be binding on you.

10. Verification- You will be liable to go through a third party driven background verification. In the unlikely event that the background verification comes as negative, then this Internship agreement will be terminated immediately in the sole discretion of the Company. You will need to mandatorily provide all necessary information and documents to facilitate the background verification documents, and non-compliance of this will lead to withdrawal of the internship offer.

This contract has been made in Bangalore and any dispute or suit, action or proceedings arising out of this Agreement or breach thereof or in respect of any matter or thing as herein contained and any claim by either party against the other shall be instituted or adjudicated upon only by the appropriate court of law in the city of Bangalore. Furthermore, for avoidance of doubt, this engagement letter shall always remain subject to the Internship Policy, other applicable policies of the Company and applicable laws. Accordingly, in case of any conflict between the terms of this engagement letter and the Company's policies (or applicable laws, as appropriate), the Company's policies shall take precedence.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

By signing below, I acknowledge that I have read and understood the terms of my employment with Tesco and hereby accept and agree the same, including without limitation, all the annexures attached herein:

Name: _____ Signature: _____ Date: _____

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

Engagement Letter

Dear KRITIKA R JANGIR,

With reference to the discussion, we are pleased to offer you the opportunity of undergoing full-time opportunity with **Tesco Bengaluru Private Limited ("Company").**

Term: You will be engaged as an apprentice for the term of **6 months commencing from 7 August 2022**. You shall report to us in our office located at No.81 & 82, EPIP Area, Whitefield, Bangalore-66, on or before the commencement of your Internship Period. During your internship, you will be assigned to the Business Transformation vertical, where you will work under the guidance of Suman Jha. Your line manager for the duration of the internship will be Sankha Mahapatra.

Stipend: During your internship you will be paid a consolidated sum of **25,000 per month (Twenty-Five Thousand), post probation period your CTC would be INR 8,00,000 lakhs (per annum).** You understand and agree that internship will not in any way (i) be deemed or construed as an offer of employment from the Company, either during or post the Internship Period (as defined above) or, (ii) entitle you to any employment wages or benefits (or incentives). This internship does not entitle you to claim any other additional remuneration and/or benefits, whether statutory or otherwise, which is or may be enjoyed by employees of the Company.

During your Internship Period, you will be given on the job training which will include projects, tasks and assignments to develop your learning in the Vertical, and the Company expects you to undergo training/learning as an intern with a high standard of initiative and efficiency. You shall devote yourself exclusively during the Internship Period to undergoing the internship and not seek internship or other opportunities with any third party.

During your Internship Period, you shall maintain a record of all your internship activities, including your projects, tasks and assignments performed, in the format as may be prescribed by the Company from time to time ("**Internship Diary**") and diligently update your Guide about the same on a periodic basis.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

General Terms and Conditions:

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

1. **Place of internship/ PPO** – You would be based out of our office in Bangalore.

2. **Confidentiality agreement:**

a. You will not, during continuance of this internship and thereafter disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential nature.

b. You shall treat all information obtained during the course of your internship with the Company, either directly or from the other employees of the Company, or during the course of your work with the Company, as strictly confidential.

c. Such information may include, without limitation, the Company's financials, customer/clients, modes of operation, information relating to research, development, trade secrets, contact names, address, phone numbers, technical, financial, marketing, manufacturing, distribution, or other technical or business information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, customers and suppliers as well as software for business and professional use, application programs, operating systems, internet websites or e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace, etc., used by you in the course of your internship with the Company. Confidential information shall also include information of the Company's associates/group companies/affiliates/parent company but shall not include information known or available to you prior to your internship with the Company.

d. You shall recognize that the Company has received and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purpose. During the term of your internship and thereafter, you will not disclose such confidential or proprietary information to anyone except as necessary in carrying out your internship activities in the Company and consistent with the Company's agreement with such customers or third party. You will not use such information for the benefit of anyone other than the Company. You will also not disclose any confidential or proprietary information to anyone inside the Company except on a "need-to-know" basis

3. **Leave** - You are entitled for leave of one day per month You will also be entitled to 12 days of sick leave per annum and pro rata for a period less than 1 year during the internship period.

4. **Working hours** - We work 5 days a week, with 9 hours of work per day. However, any change to this will be conveyed to you from time to time. Holidays as followed at Tesco will be applicable to you.

5. **Postal address** – You will keep the Company informed of the postal address along with contact number for communication. You will also keep the Company informed of the changes that may occur in your postal address and contact number during your Internship Period with the Company.

6. **Intellectual Property and Information Security**

a. The Company shall be the sole owner of all its intellectual property rights (IPR). During your internship with the Company or thereafter, you are not permitted to use any IPR of the Company. For purposes of this clause IPR includes Patents, Copyrights, trademarks, service marks, brand names, designs, inventions, intangible assets, processes, methods, drawings, trade secrets etc.

b. You hereby assign exclusively and irrevocably to the Company all right, title and interest in and to any all inventions, discoveries, designs, developments, improvements, copyrightable material, and trade secrets (collectively herein "Inventions") that you solely or jointly may conceive, write, encode, develop, or reduce to practice during your internship training with the Company.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

c. You will make prompt and full disclosure to the Company of any inventions, and if for any reason the assignment pursuant to this clause is not effective, will hold all such inventions in trust for the sole benefit of the Company. You also undertake to sign any documents, forms, applications, affidavits, etc., that may be required to assign all Inventions in favour of the Company.

d. During your internship training with the Company you will also be bound by the Information Security Policy of the Company and its amendments from time to time. Any breach in usage of the information, information assets, intellectual property and information technology, or compliance of the applicable rules and regulations shall be viewed seriously and shall also be liable for serious consequences including termination of internship training.

e. The Company shall have the right to vary or modify any or all the terms and conditions which shall be binding on you.

The existing rules, guidelines and policies and amendments from time to time shall be made available on the Company intranet. On joining us, you are expected to read, understand, accept and abide by the same.

7. Separation/Termination– Your internship period with us will conclude on **7 February 2024**. However, depending on the tenure of your Apprentice training the following written notice period shall apply.

Tenure	Intern Notice Period
Up to 6 months	1 Week (7 calendar days)
Beyond 6 months	1 month (30 calendar days)

Absence for consecutive period of 3 working days without prior approval of your Guide (including overstay of leave), would be deemed to be abandonment of internship your internship with the Company shall automatically come to an end without any notice or intimation.

The Company is also entitled to terminate your internship immediately without stipend or notice upon you being guilty of any misconduct or being convicted by any criminal court, being involved in fraudulent acts, etc., or for any other reason or for any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; The Company would also reserve its right to terminate your internship without assigning any reason by serving a notice of one month in case of tenure more than six months and one week for tenure up to six months.

8. Post termination- On completion / termination of internship, you will immediately surrender to the Company all specifications, documents, literature, drawings, records, assets, laptop, etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items as well as a copy of your Internship Diary.

9. Discipline

a. You shall be expected to abide by the policies, rules and regulations of the Company, be courteous, honest and professional within the Company and with its clients/customers, and maintain & represent the Company's high standards of professional services at all times, in the Company

b. You shall be responsible for all Company properties and material that are in your possession, and all infrastructures like telephones, computers, and projectors etc that have been provided to you to enable you in your work.

c. You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

You will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your internship. The Company shall have the right to vary or modify any or all the above terms and conditions in its sole discretion and which shall be binding on you.

10. Verification- You will be liable to go through a third party driven background verification. In the unlikely event that the background verification comes as negative, then this Internship agreement will be terminated immediately in the sole discretion of the Company. You will need to mandatorily provide all necessary information and documents to facilitate the background verification documents, and non-compliance of this will lead to withdrawal of the internship offer.

This contract has been made in Bangalore and any dispute or suit, action or proceedings arising out of this Agreement or breach thereof or in respect of any matter or thing as herein contained and any claim by either party against the other shall be instituted or adjudicated upon only by the appropriate court of law in the city of Bangalore. Furthermore, for avoidance of doubt, this engagement letter shall always remain subject to the Internship Policy, other applicable policies of the Company and applicable laws. Accordingly, in case of any conflict between the terms of this engagement letter and the Company's policies (or applicable laws, as appropriate), the Company's policies shall take precedence.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

By signing below, I acknowledge that I have read and understood the terms of my employment with Tesco and hereby accept and agree the same, including without limitation, all the annexures attached herein:

Name: _____ Signature: _____ Date: _____

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

Engagement Letter

Dear MAMTHA R,

With reference to the discussion, we are pleased to offer you the opportunity of undergoing full-time opportunity with **Tesco Bengaluru Private Limited ("Company").**

Term: You will be engaged as an apprentice for the term of **6 months commencing from 7 August 2022**. You shall report to us in our office located at No.81 & 82, EPIP Area, Whitefield, Bangalore-66, on or before the commencement of your Internship Period. During your internship, you will be assigned to the Business Transformation vertical, where you will work under the guidance of Suman Jha. Your line manager for the duration of the internship will be Sankha Mahapatra.

Stipend: During your internship you will be paid a consolidated sum of **25,000 per month (Twenty-Five Thousand), post probation period your CTC would be INR 8,00,000 lakhs (per annum).** You understand and agree that internship will not in any way (i) be deemed or construed as an offer of employment from the Company, either during or post the Internship Period (as defined above) or, (ii) entitle you to any employment wages or benefits (or incentives). This internship does not entitle you to claim any other additional remuneration and/or benefits, whether statutory or otherwise, which is or may be enjoyed by employees of the Company.

During your Internship Period, you will be given on the job training which will include projects, tasks and assignments to develop your learning in the Vertical, and the Company expects you to undergo training/learning as an intern with a high standard of initiative and efficiency. You shall devote yourself exclusively during the Internship Period to undergoing the internship and not seek internship or other opportunities with any third party.

During your Internship Period, you shall maintain a record of all your internship activities, including your projects, tasks and assignments performed, in the format as may be prescribed by the Company from time to time ("**Internship Diary**") and diligently update your Guide about the same on a periodic basis.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

General Terms and Conditions:

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

1. **Place of internship/ PPO** – You would be based out of our office in Bangalore.

2. **Confidentiality agreement:**

a. You will not, during continuance of this internship and thereafter disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential nature.

b. You shall treat all information obtained during the course of your internship with the Company, either directly or from the other employees of the Company, or during the course of your work with the Company, as strictly confidential.

c. Such information may include, without limitation, the Company's financials, customer/clients, modes of operation, information relating to research, development, trade secrets, contact names, address, phone numbers, technical, financial, marketing, manufacturing, distribution, or other technical or business information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, customers and suppliers as well as software for business and professional use, application programs, operating systems, internet websites or e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace, etc., used by you in the course of your internship with the Company. Confidential information shall also include information of the Company's associates/group companies/affiliates/parent company but shall not include information known or available to you prior to your internship with the Company.

d. You shall recognize that the Company has received and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purpose. During the term of your internship and thereafter, you will not disclose such confidential or proprietary information to anyone except as necessary in carrying out your internship activities in the Company and consistent with the Company's agreement with such customers or third party. You will not use such information for the benefit of anyone other than the Company. You will also not disclose any confidential or proprietary information to anyone inside the Company except on a "need-to-know" basis

3. **Leave** - You are entitled for leave of one day per month You will also be entitled to 12 days of sick leave per annum and pro rata for a period less than 1 year during the internship period.

4. **Working hours** - We work 5 days a week, with 9 hours of work per day. However, any change to this will be conveyed to you from time to time. Holidays as followed at Tesco will be applicable to you.

5. **Postal address** – You will keep the Company informed of the postal address along with contact number for communication. You will also keep the Company informed of the changes that may occur in your postal address and contact number during your Internship Period with the Company.

6. **Intellectual Property and Information Security**

a. The Company shall be the sole owner of all its intellectual property rights (IPR). During your internship with the Company or thereafter, you are not permitted to use any IPR of the Company. For purposes of this clause IPR includes Patents, Copyrights, trademarks, service marks, brand names, designs, inventions, intangible assets, processes, methods, drawings, trade secrets etc.

b. You hereby assign exclusively and irrevocably to the Company all right, title and interest in and to any all inventions, discoveries, designs, developments, improvements, copyrightable material, and trade secrets (collectively herein "Inventions") that you solely or jointly may conceive, write, encode, develop, or reduce to practice during your internship training with the Company.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

c. You will make prompt and full disclosure to the Company of any inventions, and if for any reason the assignment pursuant to this clause is not effective, will hold all such inventions in trust for the sole benefit of the Company. You also undertake to sign any documents, forms, applications, affidavits, etc., that may be required to assign all Inventions in favour of the Company.

d. During your internship training with the Company you will also be bound by the Information Security Policy of the Company and its amendments from time to time. Any breach in usage of the information, information assets, intellectual property and information technology, or compliance of the applicable rules and regulations shall be viewed seriously and shall also be liable for serious consequences including termination of internship training.

e. The Company shall have the right to vary or modify any or all the terms and conditions which shall be binding on you.

The existing rules, guidelines and policies and amendments from time to time shall be made available on the Company intranet. On joining us, you are expected to read, understand, accept and abide by the same.

7. Separation/Termination– Your internship period with us will conclude on **7 February 2024**. However, depending on the tenure of your Apprentice training the following written notice period shall apply.

Tenure	Intern Notice Period
Up to 6 months	1 Week (7 calendar days)
Beyond 6 months	1 month (30 calendar days)

Absence for consecutive period of 3 working days without prior approval of your Guide (including overstay of leave), would be deemed to be abandonment of internship your internship with the Company shall automatically come to an end without any notice or intimation.

The Company is also entitled to terminate your internship immediately without stipend or notice upon you being guilty of any misconduct or being convicted by any criminal court, being involved in fraudulent acts, etc., or for any other reason or for any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; The Company would also reserve its right to terminate your internship without assigning any reason by serving a notice of one month in case of tenure more than six months and one week for tenure up to six months.

8. Post termination- On completion / termination of internship, you will immediately surrender to the Company all specifications, documents, literature, drawings, records, assets, laptop, etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items as well as a copy of your Internship Diary.

9. Discipline

a. You shall be expected to abide by the policies, rules and regulations of the Company, be courteous, honest and professional within the Company and with its clients/customers, and maintain & represent the Company's high standards of professional services at all times, in the Company

b. You shall be responsible for all Company properties and material that are in your possession, and all infrastructures like telephones, computers, and projectors etc that have been provided to you to enable you in your work.

c. You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

You will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your internship. The Company shall have the right to vary or modify any or all the above terms and conditions in its sole discretion and which shall be binding on you.

10. Verification- You will be liable to go through a third party driven background verification. In the unlikely event that the background verification comes as negative, then this Internship agreement will be terminated immediately in the sole discretion of the Company. You will need to mandatorily provide all necessary information and documents to facilitate the background verification documents, and non-compliance of this will lead to withdrawal of the internship offer.

This contract has been made in Bangalore and any dispute or suit, action or proceedings arising out of this Agreement or breach thereof or in respect of any matter or thing as herein contained and any claim by either party against the other shall be instituted or adjudicated upon only by the appropriate court of law in the city of Bangalore. Furthermore, for avoidance of doubt, this engagement letter shall always remain subject to the Internship Policy, other applicable policies of the Company and applicable laws. Accordingly, in case of any conflict between the terms of this engagement letter and the Company's policies (or applicable laws, as appropriate), the Company's policies shall take precedence.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

By signing below, I acknowledge that I have read and understood the terms of my employment with Tesco and hereby accept and agree the same, including without limitation, all the annexures attached herein:

Name: _____ Signature: _____ Date: _____

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

Engagement Letter

Dear MANJUNATH P,

With reference to the discussion, we are pleased to offer you the opportunity of undergoing full-time opportunity with **Tesco Bengaluru Private Limited ("Company").**

Term: You will be engaged as an apprentice for the term of **6 months commencing from 7 August 2022**. You shall report to us in our office located at No.81 & 82, EPIP Area, Whitefield, Bangalore-66, on or before the commencement of your Internship Period. During your internship, you will be assigned to the Business Transformation vertical, where you will work under the guidance of Suman Jha. Your line manager for the duration of the internship will be Sankha Mahapatra.

Stipend: During your internship you will be paid a consolidated sum of **25,000 per month (Twenty-Five Thousand), post probation period your CTC would be INR 8,00,000 lakhs (per annum).** You understand and agree that internship will not in any way (i) be deemed or construed as an offer of employment from the Company, either during or post the Internship Period (as defined above) or, (ii) entitle you to any employment wages or benefits (or incentives). This internship does not entitle you to claim any other additional remuneration and/or benefits, whether statutory or otherwise, which is or may be enjoyed by employees of the Company.

During your Internship Period, you will be given on the job training which will include projects, tasks and assignments to develop your learning in the Vertical, and the Company expects you to undergo training/learning as an intern with a high standard of initiative and efficiency. You shall devote yourself exclusively during the Internship Period to undergoing the internship and not seek internship or other opportunities with any third party.

During your Internship Period, you shall maintain a record of all your internship activities, including your projects, tasks and assignments performed, in the format as may be prescribed by the Company from time to time ("**Internship Diary**") and diligently update your Guide about the same on a periodic basis.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

General Terms and Conditions:

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

1. **Place of internship/ PPO** – You would be based out of our office in Bangalore.

2. **Confidentiality agreement:**

a. You will not, during continuance of this internship and thereafter disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential nature.

b. You shall treat all information obtained during the course of your internship with the Company, either directly or from the other employees of the Company, or during the course of your work with the Company, as strictly confidential.

c. Such information may include, without limitation, the Company's financials, customer/clients, modes of operation, information relating to research, development, trade secrets, contact names, address, phone numbers, technical, financial, marketing, manufacturing, distribution, or other technical or business information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, customers and suppliers as well as software for business and professional use, application programs, operating systems, internet websites or e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace, etc., used by you in the course of your internship with the Company. Confidential information shall also include information of the Company's associates/group companies/affiliates/parent company but shall not include information known or available to you prior to your internship with the Company.

d. You shall recognize that the Company has received and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purpose. During the term of your internship and thereafter, you will not disclose such confidential or proprietary information to anyone except as necessary in carrying out your internship activities in the Company and consistent with the Company's agreement with such customers or third party. You will not use such information for the benefit of anyone other than the Company. You will also not disclose any confidential or proprietary information to anyone inside the Company except on a "need-to-know" basis

3. **Leave** - You are entitled for leave of one day per month You will also be entitled to 12 days of sick leave per annum and pro rata for a period less than 1 year during the internship period.

4. **Working hours** - We work 5 days a week, with 9 hours of work per day. However, any change to this will be conveyed to you from time to time. Holidays as followed at Tesco will be applicable to you.

5. **Postal address** – You will keep the Company informed of the postal address along with contact number for communication. You will also keep the Company informed of the changes that may occur in your postal address and contact number during your Internship Period with the Company.

6. **Intellectual Property and Information Security**

a. The Company shall be the sole owner of all its intellectual property rights (IPR). During your internship with the Company or thereafter, you are not permitted to use any IPR of the Company. For purposes of this clause IPR includes Patents, Copyrights, trademarks, service marks, brand names, designs, inventions, intangible assets, processes, methods, drawings, trade secrets etc.

b. You hereby assign exclusively and irrevocably to the Company all right, title and interest in and to any all inventions, discoveries, designs, developments, improvements, copyrightable material, and trade secrets (collectively herein "Inventions") that you solely or jointly may conceive, write, encode, develop, or reduce to practice during your internship training with the Company.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

c. You will make prompt and full disclosure to the Company of any inventions, and if for any reason the assignment pursuant to this clause is not effective, will hold all such inventions in trust for the sole benefit of the Company. You also undertake to sign any documents, forms, applications, affidavits, etc., that may be required to assign all Inventions in favour of the Company.

d. During your internship training with the Company you will also be bound by the Information Security Policy of the Company and its amendments from time to time. Any breach in usage of the information, information assets, intellectual property and information technology, or compliance of the applicable rules and regulations shall be viewed seriously and shall also be liable for serious consequences including termination of internship training.

e. The Company shall have the right to vary or modify any or all the terms and conditions which shall be binding on you.

The existing rules, guidelines and policies and amendments from time to time shall be made available on the Company intranet. On joining us, you are expected to read, understand, accept and abide by the same.

7. Separation/Termination– Your internship period with us will conclude on **7 February 2024**. However, depending on the tenure of your Apprentice training the following written notice period shall apply.

Tenure	Intern Notice Period
Up to 6 months	1 Week (7 calendar days)
Beyond 6 months	1 month (30 calendar days)

Absence for consecutive period of 3 working days without prior approval of your Guide (including overstay of leave), would be deemed to be abandonment of internship your internship with the Company shall automatically come to an end without any notice or intimation.

The Company is also entitled to terminate your internship immediately without stipend or notice upon you being guilty of any misconduct or being convicted by any criminal court, being involved in fraudulent acts, etc., or for any other reason or for any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; The Company would also reserve its right to terminate your internship without assigning any reason by serving a notice of one month in case of tenure more than six months and one week for tenure up to six months.

8. Post termination- On completion / termination of internship, you will immediately surrender to the Company all specifications, documents, literature, drawings, records, assets, laptop, etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items as well as a copy of your Internship Diary.

9. Discipline

a. You shall be expected to abide by the policies, rules and regulations of the Company, be courteous, honest and professional within the Company and with its clients/customers, and maintain & represent the Company's high standards of professional services at all times, in the Company

b. You shall be responsible for all Company properties and material that are in your possession, and all infrastructures like telephones, computers, and projectors etc that have been provided to you to enable you in your work.

c. You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

You will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your internship. The Company shall have the right to vary or modify any or all the above terms and conditions in its sole discretion and which shall be binding on you.

10. Verification- You will be liable to go through a third party driven background verification. In the unlikely event that the background verification comes as negative, then this Internship agreement will be terminated immediately in the sole discretion of the Company. You will need to mandatorily provide all necessary information and documents to facilitate the background verification documents, and non-compliance of this will lead to withdrawal of the internship offer.

This contract has been made in Bangalore and any dispute or suit, action or proceedings arising out of this Agreement or breach thereof or in respect of any matter or thing as herein contained and any claim by either party against the other shall be instituted or adjudicated upon only by the appropriate court of law in the city of Bangalore. Furthermore, for avoidance of doubt, this engagement letter shall always remain subject to the Internship Policy, other applicable policies of the Company and applicable laws. Accordingly, in case of any conflict between the terms of this engagement letter and the Company's policies (or applicable laws, as appropriate), the Company's policies shall take precedence.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

By signing below, I acknowledge that I have read and understood the terms of my employment with Tesco and hereby accept and agree the same, including without limitation, all the annexures attached herein:

Name: _____ Signature: _____ Date: _____

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

Engagement Letter

Dear MANOJ KUMAR V K,

With reference to the discussion, we are pleased to offer you the opportunity of undergoing full-time opportunity with **Tesco Bengaluru Private Limited ("Company").**

Term: You will be engaged as an apprentice for the term of **6 months commencing from 7 August 2022**. You shall report to us in our office located at No.81 & 82, EPIP Area, Whitefield, Bangalore-66, on or before the commencement of your Internship Period. During your internship, you will be assigned to the Business Transformation vertical, where you will work under the guidance of Suman Jha. Your line manager for the duration of the internship will be Sankha Mahapatra.

Stipend: During your internship you will be paid a consolidated sum of **25,000 per month (Twenty-Five Thousand), post probation period your CTC would be INR 8,00,000 lakhs (per annum).** You understand and agree that internship will not in any way (i) be deemed or construed as an offer of employment from the Company, either during or post the Internship Period (as defined above) or, (ii) entitle you to any employment wages or benefits (or incentives). This internship does not entitle you to claim any other additional remuneration and/or benefits, whether statutory or otherwise, which is or may be enjoyed by employees of the Company.

During your Internship Period, you will be given on the job training which will include projects, tasks and assignments to develop your learning in the Vertical, and the Company expects you to undergo training/learning as an intern with a high standard of initiative and efficiency. You shall devote yourself exclusively during the Internship Period to undergoing the internship and not seek internship or other opportunities with any third party.

During your Internship Period, you shall maintain a record of all your internship activities, including your projects, tasks and assignments performed, in the format as may be prescribed by the Company from time to time ("**Internship Diary**") and diligently update your Guide about the same on a periodic basis.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

General Terms and Conditions:

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

1. **Place of internship/ PPO** – You would be based out of our office in Bangalore.

2. **Confidentiality agreement:**

a. You will not, during continuance of this internship and thereafter disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential nature.

b. You shall treat all information obtained during the course of your internship with the Company, either directly or from the other employees of the Company, or during the course of your work with the Company, as strictly confidential.

c. Such information may include, without limitation, the Company's financials, customer/clients, modes of operation, information relating to research, development, trade secrets, contact names, address, phone numbers, technical, financial, marketing, manufacturing, distribution, or other technical or business information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, customers and suppliers as well as software for business and professional use, application programs, operating systems, internet websites or e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace, etc., used by you in the course of your internship with the Company. Confidential information shall also include information of the Company's associates/group companies/affiliates/parent company but shall not include information known or available to you prior to your internship with the Company.

d. You shall recognize that the Company has received and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purpose. During the term of your internship and thereafter, you will not disclose such confidential or proprietary information to anyone except as necessary in carrying out your internship activities in the Company and consistent with the Company's agreement with such customers or third party. You will not use such information for the benefit of anyone other than the Company. You will also not disclose any confidential or proprietary information to anyone inside the Company except on a "need-to-know" basis

3. **Leave** - You are entitled for leave of one day per month You will also be entitled to 12 days of sick leave per annum and pro rata for a period less than 1 year during the internship period.

4. **Working hours** - We work 5 days a week, with 9 hours of work per day. However, any change to this will be conveyed to you from time to time. Holidays as followed at Tesco will be applicable to you.

5. **Postal address** – You will keep the Company informed of the postal address along with contact number for communication. You will also keep the Company informed of the changes that may occur in your postal address and contact number during your Internship Period with the Company.

6. **Intellectual Property and Information Security**

a. The Company shall be the sole owner of all its intellectual property rights (IPR). During your internship with the Company or thereafter, you are not permitted to use any IPR of the Company. For purposes of this clause IPR includes Patents, Copyrights, trademarks, service marks, brand names, designs, inventions, intangible assets, processes, methods, drawings, trade secrets etc.

b. You hereby assign exclusively and irrevocably to the Company all right, title and interest in and to any all inventions, discoveries, designs, developments, improvements, copyrightable material, and trade secrets (collectively herein "Inventions") that you solely or jointly may conceive, write, encode, develop, or reduce to practice during your internship training with the Company.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

c. You will make prompt and full disclosure to the Company of any inventions, and if for any reason the assignment pursuant to this clause is not effective, will hold all such inventions in trust for the sole benefit of the Company. You also undertake to sign any documents, forms, applications, affidavits, etc., that may be required to assign all Inventions in favour of the Company.

d. During your internship training with the Company you will also be bound by the Information Security Policy of the Company and its amendments from time to time. Any breach in usage of the information, information assets, intellectual property and information technology, or compliance of the applicable rules and regulations shall be viewed seriously and shall also be liable for serious consequences including termination of internship training.

e. The Company shall have the right to vary or modify any or all the terms and conditions which shall be binding on you.

The existing rules, guidelines and policies and amendments from time to time shall be made available on the Company intranet. On joining us, you are expected to read, understand, accept and abide by the same.

7. Separation/Termination– Your internship period with us will conclude on **7 February 2024**. However, depending on the tenure of your Apprentice training the following written notice period shall apply.

Tenure	Intern Notice Period
Up to 6 months	1 Week (7 calendar days)
Beyond 6 months	1 month (30 calendar days)

Absence for consecutive period of 3 working days without prior approval of your Guide (including overstay of leave), would be deemed to be abandonment of internship your internship with the Company shall automatically come to an end without any notice or intimation.

The Company is also entitled to terminate your internship immediately without stipend or notice upon you being guilty of any misconduct or being convicted by any criminal court, being involved in fraudulent acts, etc., or for any other reason or for any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; The Company would also reserve its right to terminate your internship without assigning any reason by serving a notice of one month in case of tenure more than six months and one week for tenure up to six months.

8. Post termination- On completion / termination of internship, you will immediately surrender to the Company all specifications, documents, literature, drawings, records, assets, laptop, etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items as well as a copy of your Internship Diary.

9. Discipline

a. You shall be expected to abide by the policies, rules and regulations of the Company, be courteous, honest and professional within the Company and with its clients/customers, and maintain & represent the Company's high standards of professional services at all times, in the Company

b. You shall be responsible for all Company properties and material that are in your possession, and all infrastructures like telephones, computers, and projectors etc that have been provided to you to enable you in your work.

c. You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

You will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your internship. The Company shall have the right to vary or modify any or all the above terms and conditions in its sole discretion and which shall be binding on you.

10. Verification- You will be liable to go through a third party driven background verification. In the unlikely event that the background verification comes as negative, then this Internship agreement will be terminated immediately in the sole discretion of the Company. You will need to mandatorily provide all necessary information and documents to facilitate the background verification documents, and non-compliance of this will lead to withdrawal of the internship offer.

This contract has been made in Bangalore and any dispute or suit, action or proceedings arising out of this Agreement or breach thereof or in respect of any matter or thing as herein contained and any claim by either party against the other shall be instituted or adjudicated upon only by the appropriate court of law in the city of Bangalore. Furthermore, for avoidance of doubt, this engagement letter shall always remain subject to the Internship Policy, other applicable policies of the Company and applicable laws. Accordingly, in case of any conflict between the terms of this engagement letter and the Company's policies (or applicable laws, as appropriate), the Company's policies shall take precedence.

Sincerely,

Pavithra Rao
Manager – Talent Acquisition
For and on behalf of
Tesco Bengaluru Pvt. Ltd

By signing below, I acknowledge that I have read and understood the terms of my employment with Tesco and hereby accept and agree the same, including without limitation, all the annexures attached herein:

Name: _____ Signature: _____ Date: _____

Tesco Bengaluru (CIN – U72200KA2003PTC032530)
Regd. Office : # 81 &82, EPIP Area, Whitefield, Bangalore – 560 066. : +91-80-66588000 Fax : +91-80-66664500
www.tescohsc.com

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

JANG HANI, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **JANG HANI**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

DEEPAK N, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **DEEPAK N**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

EREGINENI CHANDRADEEP, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **EREGINENI CHANDRADEEP**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

A PRIYADHARSHINI, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **A PRIYADHARSHINI**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

AKASH A, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **AKASH A**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

AKSHAY M, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **AKSHAY M**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

ALAN CALEB M, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **ALAN CALEB M**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

ALEXANDER .M, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **ALEXANDER .M**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

AMEEN UR REHMAN A, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **AMEEN UR REHMAN A**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

ANIKA R, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **ANIKA R**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

DAISY R, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **DAISY R**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

DHARSHITHA R, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **DHARSHITHA R**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gautham G, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Gautham G**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

GAYIKA SINGH, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **GAYIKA SINGH**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Girvani A, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Girvani A**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

GOKUL P G, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **GOKUL P G**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Guthireddy Maneesha Reddy, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Guthireddy Maneesha Reddy**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

HANUMANTHA GOWDA R, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **HANUMANTHA GOWDA R**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

HARISH.N.M, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **HARISH.N.M**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

JUNAID A, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **JUNAID A**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Khadeeja Ali Muhammed, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Khadeeja Ali Muhammed**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Laksha Chinmay, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Laksha Chinmay**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

LIKITH B, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **LIKITH B**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Maria Jessica Paul, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Maria Jessica Paul**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Maryam Mohammed Abdul Jaleel, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Maryam Mohammed Abdul Jaleel**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Medha Gaurav, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Medha Gaurav**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

MOHAMMAD BAIS, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **MOHAMMAD BAIS**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Namitha BS, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Namitha BS**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Nikitha Vattikuti, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Nikitha Vattikuti**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Nisha sree S, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Nisha sree S**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

NOANOAH LALROCHHARA, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **NOANOAH LALROCHHARA**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

RANJITH S G, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **RANJITH S G**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

RIMSHA FATHIM KAHAN, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **RIMSHA FATHIM KAHAN**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

S Chithra, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **S Chithra**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SAI KIRAN B, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SAI KIRAN B**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Saniya Dhamani, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **Saniya Dhamani**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SAYEDA AFRAH MOHIYUDDIN, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SAYEDA AFRAH MOHIYUDDIN**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SHADRACK LEON KUMAR, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SHADRACK LEON KUMAR**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SHAHSANK GIRANNAVAR, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SHAHSANK GIRANNAVAR**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	500000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SHAIBAZ FAZAL SAHEB, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SHAIBAZ FAZAL SAHEB**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SHANKAR GOUDA, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SHANKAR GOUDA**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SHEIK NAWAZ PASHA, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SHEIK NAWAZ PASHA**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SHIVA G, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SHIVA G**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

EMPLOYMENT AGREEMENT

TACTERIAL CONSULTING PRIVATE LIMITED

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") is made **By and between Tacterial Consulting Private Limited**, a company incorporated under the Companies Act, 2013, and having its registered office at C/O CIIE Initiatives, CIIE Building, near IIM New Campus, Vastrapur, Ahmedabad, Gujarat, India – 380015 and branch office as well as the place of correspondence at 175 176 Billekahalli, B G Road, Bengaluru, Karnataka, 560076, through Bhanu Harish Gurram, its duly authorised representative (hereinafter referred to as the "Company", which expression shall, unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

SHIVA KUMAR S, (hereinafter referred to as the "Employee", which expression shall, unless it is repugnantto the context or meaning thereof, be deemed to mean and include his /her heirs, administrators and legal representatives) of the OTHER PART.

As the context may require, the Company and the Employee are hereinafter referred to collectively as "Parties" and individually as "Party".

WHEREAS

1. The Company is engaged in the business of inter alia, financial services not limited to insurance, investments, news etc. and is desirous of employing the Employee based on the representations made by the Employee; and
2. The Employee wishes to accept employment with the Company on the terms and subject to the conditions set out in this Agreement.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Interpretation

Except where the context requires otherwise, this Agreement will be interpreted as follows:

A. Headings are for convenience only and shall not affect the construction or interpretation of any provision of this Agreement;
B. Where a word or phrase is defined, other parts of speech and grammatical forms and the cognate variations of that word or phrase shall have corresponding meaning(s);
C. Words importing the singular shall include the plural and vice versa;
D. Reference to Recitals, Clauses and Exhibits are to recitals, articles and exhibits of this Agreement;
E. All words (whether gender-specific or gender-neutral) shall be deemed to include each of the masculine, feminine and neuter genders;
F. A reference to any document (including this Agreement) is to that document as amended, consolidated, supplemented, novated or replaced from time to time;
G. All reference in this Agreement to "days" shall, unless otherwise specified herein shall, mean calendar days; and
H. The recitals contained herein form an integral part of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand/electronic signatures or the hand/electronic signatures of their duly authorised representatives, as the case may be, as of the day and year set forth above.

TACTERIAL CONSULTING PRIVATE LIMITED:
Signature:

Name: Bhanu Harish Gurram

Designation: CEO & Director

EMPLOYEE:
Signature:

Name: **SHIVA KUMAR S**

Schedule-I – Remuneration and Benefits

Salary Structure (in INR)

Basic Salary	1,60,000/ year
House Rent Allowance	64,000/ year
LTA allowance	20,000 / year
Fixed bonus (Paid Monthly)	1,56,000/ year
Health Insurance	80,000 / year
Employer PF Contribution	21,600/ year
Total CTC	450000/year
Deductions: TDS	As may be applicable
Deductions: Employee PF Contribution	21,600 / year
Deductions: Professional Tax	2400/ year
Health Insurance	You are eligible for health insurance as per the company policy. This will be communicated Separately

Dear **P SACHIN SIYAL,**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GAJULA RAM KUMAR	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Papireddygari Keerthi Reddy,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

TeamLease™
Putting India to Work

PAPIREDDYGARI REDDY KEETHI REDDY

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

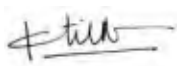
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Paramjeet Singh,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

insighte

Consultant Offer Letter - Insighte Childcare Private Limited

Place: Bangalore

Name: PHIBANRILANG LALOO

Dear PHIBANRILANG LALOO

Congratulations!!

You are selected as a **"Assistant Psychologist - School Inclusion".**

We welcome you to join the Insighte Childcare Private Limited hereinafter referred to as "Company" which has been serving over 30+ schools and 1000+ children in creating a more neuro affirmative and inclusive world for Children. Insighte Childcare Private Limited is a holistic child mental healthcare provider where we help families, schools, corporates to build a mental health ecosystem for children.

In this role you will be facilitating inclusion of Neurodiverse children. You would be working with the minor children assigned by Insighte either at their school or in home settings.

Candidate Name: Sunayana Dowerah

Address: 4C Vijyant Towers, Next to Pratiksha Hospital,
VIP road, Borbari, Sixmile.
Guwahati - 781036, Assam, India.

Insighte Childcare Private Limited

Signature of the Consultant:

Work Location: Siddhanta Intellectual School, Gattahalli, Bangalore

The contract is agreed from the 1st of June 2024 to the end of the Academic year for a maximum of 11 months whichever is earlier. This contract can be renewed by the company in consultation with you after the period. By consenting to take up any other client during the period you consent to extend the agreement as per that client requirements.

The company reserves the complete right to change clients or renew the agreement with the client. You are not to engage in any form of negotiation regarding remuneration or services directly with the Client. You are required to find an accommodation closer to the work location so that there is no issue with transport and timings.

You can terminate the contract by giving a two months' notice period.

Remuneration:

You will be provided with a payment of **Rs. 3,60,000 in words "Three Lakh sixty thousand rupees only"** per annum for your work hours from 8 am to 6 pm and attending mandatory meetings and trainings as arranged by the Organization for your professional development.

You need to complete the "School Inclusion Facilitator Training" in 10 weeks of joining the company and until then as a trainee you will be receiving a remuneration of Rs. 18,000 in words "Eighteen Thousand Rupees Only". On successful completion of the same you will be eligible for Rs 2000/- hike and receive payment of Rs. 20,000/- from the following month onwards.

Insighte Childcare Private Limited

Signature of the Consultant:

Failure to complete the training within 10 weeks, your designation will be demoted to trainee, and until you complete training you will be paid a remuneration of Rs 15000.

Other Terms and Conditions

As it is a contract position you acknowledge that you will not be eligible for EPF, PF, ESI any other benefits or medical insurance. The company provides comprehensive medical insurance for those who complete one year of service with the company.

A 10% TDS will be deducted on your monthly payout and filed against your PAN as per Government guidelines, which you can claim as a refund or adjust towards your income tax when you file the same.

You are required to submit proof of attendance on the company provided software. You are required to attend the meetings and training scheduled by the company without fail. Company is entitled to make deductions as per the Payment Policy.

You are required to report to the admin team on the day school/client is not working.

You acknowledge you will not be eligible for any other travel allowance, HRA or any other emoluments.

Terms of Engagement

Insighte reserves the right to allot you clients in school and home care during 8 am to 6 pm. Monday to Friday.

Any other engagement, job or business you choose to do should be with the permission of Insighte and not interfering with the client hours of Insighte.

You will be provided additional remuneration for any other client that is allotted to you in addition to this.

You are required to apply your professional and educational expertise in working with the children assigned by the company.

You are required to come prepared for your sessions on time and prepared with learning materials and activities for the sessions.

Insighte Childcare Private Limited

Signature of the Consultant:

Kindly note that this is a provisional offer and not an offer for employment, your contract is subject to completion of on-boarding process, execution of consultant agreement and starting your work with client.

Instructions to complete the on-boarding process:

1. Attach true copies of proof of current address and Permanent address such as rental agreement or permission of owner along with an affidavit with signed copy of Offer Letter as a reply to this mail.
2. Attach true copies of academic records and work experience certificates.
3. Sign the Consultant Agreement and refer Handbook for any queries.
4. Sign the Child Protection Policy.
5. Reach out to the Insighte Onboarding Manager Maitri on +91 9860984149 (between 10 AM to 7 PM) or hr@insighte.in to finish the remaining process. Kindly carry the signed hardcopy of all your documents and submit the same to the office within two days.

Acceptance of Offer and Signature:

Having read through and understood the offer as detailed above including the terms and condition, I accept the offer in principle, and affix my signature below in acceptance.

Name:

Place:

Date:

Signature of the consultant:

Company Representative: Navya Bachanna, Hiring Manager, Insighte Childcare

Insighte Childcare Private Limited

Signature of the Consultant:

OFFER LETTER

Dear Pooja C,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Offer: Computer Consultancy
Ref: TCS/DT20218279523/Bangalore
Date: 11/9/2021

Dear PRADEEP KUMAR B,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹350000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

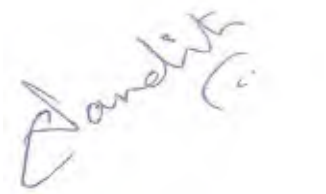
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**PRADEEP KUMAR B**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	350000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dear **PRASHANTH KUMAR S,**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GAJULA RAM KUMAR	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

TeamLease™
Putting India to Work

PRASHANTH

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

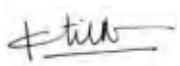
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Prateek Raveendra Kovalli,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

OFFER LETTER

Dear Pratigya Gurumg,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Dear **PRAVEEN JADHAV,**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GAJULA RAM KUMAR	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **PRAVESH P**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Purushotham D**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- PUSHPIT KHARE

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

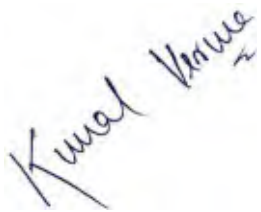
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- R AKASH

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

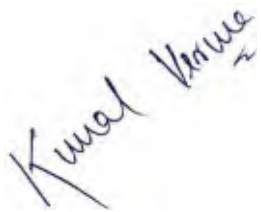
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- R ASHOK

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

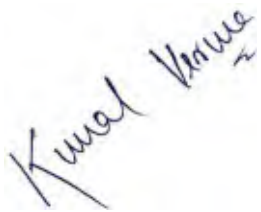
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear R Jaisurya,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- RAHUL A

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

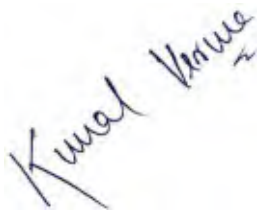
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

OFFER LETTER

Dear RAHUL C,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Offer: Computer Consultancy
Ref: TCS/DT20218279505/Bangalore
Date: 11/9/2021

Dear Rahul Chauhan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

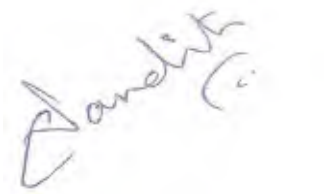
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Rahul Chauhan**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Rahul P

Dear **Rahul P**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

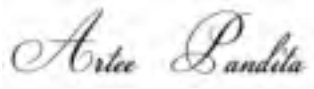
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Offer: Computer Consultancy
Ref: TCS/DT20218279528/Bangalore
Date: 11/9/2021

Dear Rajesh Kumar N,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹350000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

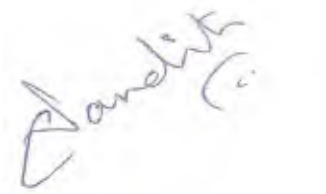
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Rajesh Kumar N**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	350000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Rakshitha C

Dear **Rakshitha C**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

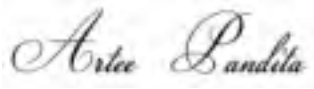
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Offer: Computer Consultancy
Ref: TCS/DT20218279506/Bangalore
Date: 11/9/2021

Dear Ramyashree A S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

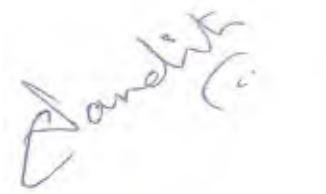
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Ramyashree A S**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

OFFER LETTER

Dear RANJITHA B,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **RAUNAK RAJHANS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483005/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

RAVITEJA REDDY K

Dear **RAVITEJA REDDY K**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

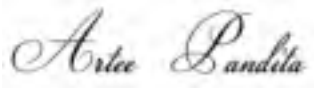
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **RHYSHAW BAKSHI**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483006/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear RICHA CHRISTIE A,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear RIMSHA FATHIMA KHAN,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

SILICON LABS

SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

PRIVATE AND CONFIDENTIAL

September 12, 2021

RITIKA R

s/o PrabhuDev B V
Banavara
Naruganahalli post,
Tumkur 572122

Dear RITIKA R,

We are pleased to offer you an internship with Silabs India Private Limited ("Silicon Labs"). Your internship, should you accept, will begin on January 09, 2023 (the "Effective Date") for the duration of 6 months and extendable.

1) You will be compensated Rs. 35000/- per month.

2) In addition to the duties that were outlined during your selection, you shall perform such other duties that are associated with the position and as Silicon Labs' authorized representative deem necessary from time to time.

3) Although Silicon Labs expects the internship arrangement to be fruitful, the company reserves the right to terminate it based on circumstances with one month's notice. Likewise, if due to any exigency, you wish to discontinue, you can do so with one month's notice.

4) You shall dedicate your complete efforts and time to the company and agree to perform your duties faithfully and to the best of your ability. During your internship, you will abide by the Company's policies. You agree not to engage in any other engagement, occupation or consulting activity for any direct or indirect remuneration without the prior written approval from a Silicon Labs authorized representative.

5) You must execute the Proprietary Information and Inventions Assignment Agreement (the "PIIA") attached to this offer which shall take effect on the Effective Date.

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

This letter agreement supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter. We hope that this paid internship will be favorably received, and we look forward to you interning at Silicon Labs.

Sincerely,

DocuSigned by:

BE99C454E699439...

Néstor Ho
Director
Silabs India Private Limited

I accept the terms of this offer letter.

Signed: _____ Date: 9/12/2021

RITIKA R

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

Proprietary Information and Inventions Assignment Agreement

Intern (Print): Chiranjeevi P

This Proprietary Information and Inventions Assignment Agreement ("Agreement") is made and entered into by Chiranjeevi P ("Intern") and **Silabs India Private Limited** (CIN: U72900TG2020PTC139507) ("Silicon Labs" or "the Company") in furtherance to the Intern's internship contract dated January 09, 2023. The Intern and Silicon Labs are collectively referred to as the "Parties" and individually as the "Party."

In consideration of (i) my internship with Silicon Labs, (ii) specialized training in Silicon Labs' business and access to Silicon Labs' proprietary and confidential information that will be provided to me during my internship, and (iii) the compensation and additional benefits that will be paid or granted to me during my internship I agree to the terms set forth below.

The terms of this Agreement apply throughout my internship at Silicon Labs or any of its subsidiaries or affiliated companies, commencing with the first day of my internship at Silicon Labs, as set forth above.

1. **PROPRIETARY INFORMATION**

1.1 The term "***Proprietary Information***" refers to:

(a) all information belonging to, or otherwise relating to the business of, Silicon Labs or its parent, subsidiaries and affiliates (together the "***Silicon Labs Group***"), that is not generally known, and which the Silicon Labs Group has taken reasonable measures under the circumstances to protect from unauthorized use or disclosure; and

(b) all information belonging to, or otherwise relating to the business of a third party, that is not generally known, and which was disclosed by that third party to the Silicon Labs Group in strict confidence.

I understand that Proprietary Information may be contained in any medium, whether oral or written and may not be explicitly marked as proprietary, confidential or a trade secret. If I have questions about whether something is Proprietary Information, I will promptly ask Silicon Labs' Legal Department. I understand that common examples of Proprietary Information are:

(i) Technical information that is in use, planned, or under development, such as information concerning the manufacturing, testing, and assembly of Silicon Labs' products, specifications and block diagrams of Silicon Labs' products, improvements, ideas, conceptions, compilations of data, data, processes, discoveries, formulas, and compositions of matter and processes relating to the Silicon Labs Group;

(ii) Business information, such as information concerning business plans, operations, products, corporate strategies, marketing, sales, inventions, designs, costs, legal

DS Chiranjee

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

strategies, finances, employees, current and prospective customers, licensees, or licensors;

(iii) Information relating to future plans, such as marketing strategies, new product research, pending projects and proposals, proprietary production processes, research and development strategies, and similar items; and

(iv) All "trade secrets" within the meaning of the Uniform Trade Secrets Act. I hereby waive any requirement that Silicon Labs submit proof of the economic value of any trade secret or, to the fullest extent permitted by law, to post a bond or other security to enforce its rights under applicable law.

1.2 **Non-Disclosure**

(a) Except when acting within the scope of my duties or with prior written authorization from the General Counsel or duly-authorized officer of Silicon Labs, I will not use, disclose, or reveal to any person any Proprietary Information provided to me or discovered by me before or during my internship with Silicon Labs.

(b) I will comply with Section 1.2 during and after my internship at Silicon Labs. Nothing in this Section 1.2 shall limit my non-disclosure obligations under any applicable rule, statute, regulation or other Company policy.

At the end of my internship or upon written request from the Company, I will immediately return all Proprietary Information and all electronic or printed copies, containing or in any way pertaining to confidential or Proprietary Information to Silicon Labs.

1.3 **Remedies for Breach**. I agree that my violation of this Agreement would cause irreparable harm to Silicon Labs. Accordingly, in the event of my actual or threatened breach of the provisions of this Agreement, Silicon Labs, in addition to all other rights, will be entitled to seek an injunction restraining me from breaching this Agreement.

2. **RIGHTS IN DEVELOPMENTS**

2.1 The term "***Inventions***" refers to each discovery, formulae, idea, improvement, work of authorship, or invention that I make, create, conceive, reduce to practice, develop, or discover, in whole or in part, alone or with others:

(a) in the performance of any work for Silicon Labs;

(b) which relates to Silicon Labs' business; or

(c) which results from any work performed for Silicon Labs or the use of Silicon Labs' equipment, supplies, facilities or information.

2.2 The term "***Intellectual Property Rights***" refers to all trade secrets, patent rights, copyrights, trademarks, Moral Rights (if recognized) and other intellectual property rights recognized by the laws of any jurisdiction or country.

DS
Srivanjeevi.

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

2.3 I assign and agree to assign to Silicon Labs all of my rights to any Inventions (and all Intellectual Property Rights with respect thereto), absolutely and forever, throughout the world and for the full term of each right, including renewals and extensions. All Inventions, in whatever form, is Silicon Labs' property and Silicon Labs shall be the sole owner of all Intellectual Property Rights in connection with such Inventions. Silicon Labs may freely develop and alter such Inventions, and license, sub-license and assign them to third parties without obtaining my prior consent. If any Invention or Intellectual Property Rights cannot be assigned under applicable law, I grant to Silicon Labs an exclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free, unlimited license that can be sublicensed (through one or multiple tiers), to use, reproduce, distribute, create derivative works of, publicly perform, publicly display and digitally perform and display such work in any media or form now known or hereafter known. Outside the scope of my service, I agree not to (a) distribute, modify, adapt, alter, translate, or create derivative works from any such work of authorship or (b) merge any such work of authorship with other Inventions.

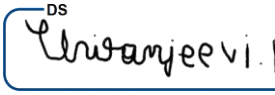
2.4 During and subsequent to my internship with the Silicon Labs Group, I will perform all acts necessary to permit and assist Silicon Labs in documenting, perfecting, obtaining, maintaining, defending, and enforcing Intellectual Property Rights and/or my assignment with respect to such Inventions in any and all countries. This includes executing documents and cooperating in legal proceedings. I agree that such actions will be without compensation, but at Silicon Labs' expense. I irrevocably designate and appoint Silicon Labs and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents and to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.

2.5 Any assignment of copyright hereunder includes all rights of paternity, integrity, disclosure, and withdrawal, and any other rights that may be known as or referred to as "***Moral Rights***." If Moral Rights cannot be assigned under applicable law and the following is allowed by the laws in the various countries where Moral Rights exist, I waive such Moral Rights and consent to any action of Silicon Labs that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by Silicon Labs.

2.6 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, all the assignment under this Agreement in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to me, even if Silicon Labs does not exercise the rights under the assignment within a period of one year from the date of assignment. I waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.

2.7 I will not create any Inventions that are unoriginal or defame the Silicon Labs Group, its employees, officers, directors, consultants, agents, or any third party or constitute a violation of the rights of privacy of Silicon Labs' other employees or any third party.

2.8 I will keep complete, accurate, and authentic information and records on all Inventions. Such information and records, including copies, will be Silicon Labs' property and are considered Proprietary Information and therefore subject to Article 1. I will promptly surrender all such original and electronic or printed copies of such information and records when requested or within 24 hours from the end of my internship.



DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

2.9 I acknowledge and agree that nothing in this Agreement grants me, by implication, estoppel or otherwise: (a) a license to any rights in a Silicon Labs Invention or any Ownership Rights therein or (b) a license regarding and of Silicon Labs' existing or future Ownership Rights. If I desire to identify and state specifically that certain prior inventions are not subject to this Agreement (collectively, "***Retained Inventions***"), I will complete the Retained Inventions Statement attached as Schedule A to this Agreement. If I incorporate or help incorporate any Retained Inventions into an Invention, product or service, or rely upon any Retained Invention in discovering, developing, creating, conceiving, or reducing to practice any Invention, product or service, I hereby grant to the Company a nonexclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free license that can be sub-licensed (through one or multiple tiers), to all Intellectual Property Rights in such Retained Inventions.

2.10 **CONSENT TO PHOTOGRAPHY AND OTHER RECORDINGS.** I agree that my name, voice, picture and likeness may be used in Silicon Labs' advertising, training aids, and other materials that relate to the business of Silicon Labs without payment of separate compensation to me. I will not issue or release any articles, advertising, publicity, or other matter relating to Silicon Labs, or provide any information regarding Silicon Labs to any other person intending to do so, without Silicon Labs' specific written consent.

3. **CHOICE OF LAW**

3.1 I agree and consent to service by mail of any paper initiating any suit, action, or proceeding at the address set forth on my pay statement. I will update my address with Silicon Labs whenever a change in address occurs. I waive any objection to service by mail where Silicon Labs addresses service to the most recent address provided by me.

3.2 I agree that the laws of India shall apply to any suit, action, or other legal proceeding arising out of or relating to this Agreement, regardless of any contrary common law or statutory provisions related to conflicts of laws. The courts at Hyderabad shall have exclusive jurisdiction over all disputes or claims between the Parties under this Agreement.

4. **ASSIGNMENT**. I will not assign my rights or delegate any duties or obligations under this Agreement. The Agreement will be binding upon my heirs, executors, administrators, and other legal representatives. The rights and obligations of Silicon Labs under this Agreement shall inure to the benefit of and be binding upon the successors and assigns of Silicon Labs and Silicon Labs may freely assign its rights hereunder.

5. **SEVERABILITY**. If any provision of this Agreement is held to be unenforceable, such provision will be distinct and severable from the other provisions of this Agreement, and such unenforceability will not affect the validity and enforceability of the remaining provisions. If a court holds that the Agreed Period, scope, or any other restriction stated in any provision of this Agreement is unreasonable under circumstances then existing, the parties agree that the maximum duration, scope, or other restriction that the court deems reasonable under such circumstances will be substituted and that the court will have the power to revise any of those restrictions to cover the maximum period, scope, and/or other restriction permitted by law. It is the intent of the parties that the court, in establishing any such substitute restriction, recognize that the parties' desire is that the stated restrictions upon which the parties have agreed be honored to the maximum lawful extent.

6. **MISCELLANEOUS**

DS

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

6.1 The waiver by Silicon Labs of any provision of this Agreement, or the waiver by Silicon Labs of a breach of any provision of this Agreement by me, shall not operate or be construed as a further or continuing waiver of any subsequent breach by me.

6.2 This Agreement constitutes the sole and entire agreement between the parties relating to its subject matter, and it supersedes and cancels all previous written or verbal agreements or understandings between the parties except that this Agreement shall not be deemed to supersede or cancel any obligations of me under any deferred compensation or stock option award plan to which I may be a party.

6.3 I have carefully read and fully understand all provisions of this Agreement and am knowingly and voluntarily entering into this Agreement. I understand and agree that certain provisions of this Agreement, including Articles 1, 1.3, 2.10, 3, 5 and 6, survive termination of my internship with Silicon Labs for any reason and represent continuing obligations of me to Silicon Labs.

IN WITNESS WHEREOF, I have executed this Agreement on the date set forth below.

Intern Signature: DocuSigned by: Chiranjeevi P 391BA7D210744EB...

Print Name: Chiranjeevi P

Date: 9/12/2022

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

Annexure A to Proprietary Information and Inventions Assignment Agreement

Prior Inventions Statement

The following is a complete list of all the Prior Inventions in accordance with Section 2.9 of the Proprietary Information and Inventions Assignment Agreement.

NA
_____ I have no inventions to disclose.

NA
_____ Below is a complete and accurate list of Prior Inventions, as that term is defined in the Agreement to which this Annexure A is attached.

Disclosure #	Invention Title
	NA

Chiranjeevi P

By: DocuSigned by: Chiranjeevi P 391BA7D210744EB...

Print Name: Chiranjeevi P

Address: s/o PrabhuDev B V
Banavara
Naruganahalli post, Tumkur 57

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Rohan Dixit**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Rohan Sujit Kumar**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

SILICON LABS

SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

PRIVATE AND CONFIDENTIAL

September 12, 2021

ROHIT SINGH

s/o Dev B V Banavara
Naruganahalli post,
Hebbal 572122

Dear ROHIT SINGH,

We are pleased to offer you an internship with Silabs India Private Limited ("Silicon Labs"). Your internship, should you accept, will begin on January 09, 2023 (the "Effective Date") for the duration of 6 months and extendable.

1) You will be compensated Rs. 35000/- per month.

2) In addition to the duties that were outlined during your selection, you shall perform such other duties that are associated with the position and as Silicon Labs' authorized representative deem necessary from time to time.

3) Although Silicon Labs expects the internship arrangement to be fruitful, the company reserves the right to terminate it based on circumstances with one month's notice. Likewise, if due to any exigency, you wish to discontinue, you can do so with one month's notice.

4) You shall dedicate your complete efforts and time to the company and agree to perform your duties faithfully and to the best of your ability. During your internship, you will abide by the Company's policies. You agree not to engage in any other engagement, occupation or consulting activity for any direct or indirect remuneration without the prior written approval from a Silicon Labs authorized representative.

5) You must execute the Proprietary Information and Inventions Assignment Agreement (the "PIIA") attached to this offer which shall take effect on the Effective Date.

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

This letter agreement supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter. We hope that this paid internship will be favorably received, and we look forward to you interning at Silicon Labs.

Sincerely,

DocuSigned by:

BE99C454E699439...

Néstor Ho
Director
Silabs India Private Limited

I accept the terms of this offer letter.

Signed: _____ Date: 9/12/2021

ROHIT SINGH

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

Proprietary Information and Inventions Assignment Agreement

Intern (Print): Chiranjeevi P

This Proprietary Information and Inventions Assignment Agreement ("Agreement") is made and entered into by Chiranjeevi P ("Intern") and **Silabs India Private Limited** (CIN: U72900TG2020PTC139507) ("Silicon Labs" or "the Company") in furtherance to the Intern's internship contract dated January 09, 2023. The Intern and Silicon Labs are collectively referred to as the "Parties" and individually as the "Party."

In consideration of (i) my internship with Silicon Labs, (ii) specialized training in Silicon Labs' business and access to Silicon Labs' proprietary and confidential information that will be provided to me during my internship, and (iii) the compensation and additional benefits that will be paid or granted to me during my internship I agree to the terms set forth below.

The terms of this Agreement apply throughout my internship at Silicon Labs or any of its subsidiaries or affiliated companies, commencing with the first day of my internship at Silicon Labs, as set forth above.

1. **PROPRIETARY INFORMATION**

1.1 The term "***Proprietary Information***" refers to:

(a) all information belonging to, or otherwise relating to the business of, Silicon Labs or its parent, subsidiaries and affiliates (together the "***Silicon Labs Group***"), that is not generally known, and which the Silicon Labs Group has taken reasonable measures under the circumstances to protect from unauthorized use or disclosure; and

(b) all information belonging to, or otherwise relating to the business of a third party, that is not generally known, and which was disclosed by that third party to the Silicon Labs Group in strict confidence.

I understand that Proprietary Information may be contained in any medium, whether oral or written and may not be explicitly marked as proprietary, confidential or a trade secret. If I have questions about whether something is Proprietary Information, I will promptly ask Silicon Labs' Legal Department. I understand that common examples of Proprietary Information are:

(i) Technical information that is in use, planned, or under development, such as information concerning the manufacturing, testing, and assembly of Silicon Labs' products, specifications and block diagrams of Silicon Labs' products, improvements, ideas, conceptions, compilations of data, data, processes, discoveries, formulas, and compositions of matter and processes relating to the Silicon Labs Group;

(ii) Business information, such as information concerning business plans, operations, products, corporate strategies, marketing, sales, inventions, designs, costs, legal

DS Chiranjee

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

strategies, finances, employees, current and prospective customers, licensees, or licensors;

(iii) Information relating to future plans, such as marketing strategies, new product research, pending projects and proposals, proprietary production processes, research and development strategies, and similar items; and

(iv) All "trade secrets" within the meaning of the Uniform Trade Secrets Act. I hereby waive any requirement that Silicon Labs submit proof of the economic value of any trade secret or, to the fullest extent permitted by law, to post a bond or other security to enforce its rights under applicable law.

1.2 **Non-Disclosure**

(a) Except when acting within the scope of my duties or with prior written authorization from the General Counsel or duly-authorized officer of Silicon Labs, I will not use, disclose, or reveal to any person any Proprietary Information provided to me or discovered by me before or during my internship with Silicon Labs.

(b) I will comply with Section 1.2 during and after my internship at Silicon Labs. Nothing in this Section 1.2 shall limit my non-disclosure obligations under any applicable rule, statute, regulation or other Company policy.

At the end of my internship or upon written request from the Company, I will immediately return all Proprietary Information and all electronic or printed copies, containing or in any way pertaining to confidential or Proprietary Information to Silicon Labs.

1.3 **Remedies for Breach**. I agree that my violation of this Agreement would cause irreparable harm to Silicon Labs. Accordingly, in the event of my actual or threatened breach of the provisions of this Agreement, Silicon Labs, in addition to all other rights, will be entitled to seek an injunction restraining me from breaching this Agreement.

2. **RIGHTS IN DEVELOPMENTS**

2.1 The term "***Inventions***" refers to each discovery, formulae, idea, improvement, work of authorship, or invention that I make, create, conceive, reduce to practice, develop, or discover, in whole or in part, alone or with others:

(a) in the performance of any work for Silicon Labs;

(b) which relates to Silicon Labs' business; or

(c) which results from any work performed for Silicon Labs or the use of Silicon Labs' equipment, supplies, facilities or information.

2.2 The term "***Intellectual Property Rights***" refers to all trade secrets, patent rights, copyrights, trademarks, Moral Rights (if recognized) and other intellectual property rights recognized by the laws of any jurisdiction or country.

DS
Srivanjeevi.

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

2.3 I assign and agree to assign to Silicon Labs all of my rights to any Inventions (and all Intellectual Property Rights with respect thereto), absolutely and forever, throughout the world and for the full term of each right, including renewals and extensions. All Inventions, in whatever form, is Silicon Labs' property and Silicon Labs shall be the sole owner of all Intellectual Property Rights in connection with such Inventions. Silicon Labs may freely develop and alter such Inventions, and license, sub-license and assign them to third parties without obtaining my prior consent. If any Invention or Intellectual Property Rights cannot be assigned under applicable law, I grant to Silicon Labs an exclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free, unlimited license that can be sublicensed (through one or multiple tiers), to use, reproduce, distribute, create derivative works of, publicly perform, publicly display and digitally perform and display such work in any media or form now known or hereafter known. Outside the scope of my service, I agree not to (a) distribute, modify, adapt, alter, translate, or create derivative works from any such work of authorship or (b) merge any such work of authorship with other Inventions.

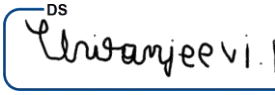
2.4 During and subsequent to my internship with the Silicon Labs Group, I will perform all acts necessary to permit and assist Silicon Labs in documenting, perfecting, obtaining, maintaining, defending, and enforcing Intellectual Property Rights and/or my assignment with respect to such Inventions in any and all countries. This includes executing documents and cooperating in legal proceedings. I agree that such actions will be without compensation, but at Silicon Labs' expense. I irrevocably designate and appoint Silicon Labs and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents and to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.

2.5 Any assignment of copyright hereunder includes all rights of paternity, integrity, disclosure, and withdrawal, and any other rights that may be known as or referred to as "***Moral Rights***." If Moral Rights cannot be assigned under applicable law and the following is allowed by the laws in the various countries where Moral Rights exist, I waive such Moral Rights and consent to any action of Silicon Labs that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by Silicon Labs.

2.6 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, all the assignment under this Agreement in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to me, even if Silicon Labs does not exercise the rights under the assignment within a period of one year from the date of assignment. I waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.

2.7 I will not create any Inventions that are unoriginal or defame the Silicon Labs Group, its employees, officers, directors, consultants, agents, or any third party or constitute a violation of the rights of privacy of Silicon Labs' other employees or any third party.

2.8 I will keep complete, accurate, and authentic information and records on all Inventions. Such information and records, including copies, will be Silicon Labs' property and are considered Proprietary Information and therefore subject to Article 1. I will promptly surrender all such original and electronic or printed copies of such information and records when requested or within 24 hours from the end of my internship.



DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

2.9 I acknowledge and agree that nothing in this Agreement grants me, by implication, estoppel or otherwise: (a) a license to any rights in a Silicon Labs Invention or any Ownership Rights therein or (b) a license regarding and of Silicon Labs' existing or future Ownership Rights. If I desire to identify and state specifically that certain prior inventions are not subject to this Agreement (collectively, "***Retained Inventions***"), I will complete the Retained Inventions Statement attached as Schedule A to this Agreement. If I incorporate or help incorporate any Retained Inventions into an Invention, product or service, or rely upon any Retained Invention in discovering, developing, creating, conceiving, or reducing to practice any Invention, product or service, I hereby grant to the Company a nonexclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free license that can be sub-licensed (through one or multiple tiers), to all Intellectual Property Rights in such Retained Inventions.

2.10 **CONSENT TO PHOTOGRAPHY AND OTHER RECORDINGS.** I agree that my name, voice, picture and likeness may be used in Silicon Labs' advertising, training aids, and other materials that relate to the business of Silicon Labs without payment of separate compensation to me. I will not issue or release any articles, advertising, publicity, or other matter relating to Silicon Labs, or provide any information regarding Silicon Labs to any other person intending to do so, without Silicon Labs' specific written consent.

3. **CHOICE OF LAW**

3.1 I agree and consent to service by mail of any paper initiating any suit, action, or proceeding at the address set forth on my pay statement. I will update my address with Silicon Labs whenever a change in address occurs. I waive any objection to service by mail where Silicon Labs addresses service to the most recent address provided by me.

3.2 I agree that the laws of India shall apply to any suit, action, or other legal proceeding arising out of or relating to this Agreement, regardless of any contrary common law or statutory provisions related to conflicts of laws. The courts at Hyderabad shall have exclusive jurisdiction over all disputes or claims between the Parties under this Agreement.

4. **ASSIGNMENT**. I will not assign my rights or delegate any duties or obligations under this Agreement. The Agreement will be binding upon my heirs, executors, administrators, and other legal representatives. The rights and obligations of Silicon Labs under this Agreement shall inure to the benefit of and be binding upon the successors and assigns of Silicon Labs and Silicon Labs may freely assign its rights hereunder.

5. **SEVERABILITY**. If any provision of this Agreement is held to be unenforceable, such provision will be distinct and severable from the other provisions of this Agreement, and such unenforceability will not affect the validity and enforceability of the remaining provisions. If a court holds that the Agreed Period, scope, or any other restriction stated in any provision of this Agreement is unreasonable under circumstances then existing, the parties agree that the maximum duration, scope, or other restriction that the court deems reasonable under such circumstances will be substituted and that the court will have the power to revise any of those restrictions to cover the maximum period, scope, and/or other restriction permitted by law. It is the intent of the parties that the court, in establishing any such substitute restriction, recognize that the parties' desire is that the stated restrictions upon which the parties have agreed be honored to the maximum lawful extent.

6. **MISCELLANEOUS**

DS

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

6.1 The waiver by Silicon Labs of any provision of this Agreement, or the waiver by Silicon Labs of a breach of any provision of this Agreement by me, shall not operate or be construed as a further or continuing waiver of any subsequent breach by me.

6.2 This Agreement constitutes the sole and entire agreement between the parties relating to its subject matter, and it supersedes and cancels all previous written or verbal agreements or understandings between the parties except that this Agreement shall not be deemed to supersede or cancel any obligations of me under any deferred compensation or stock option award plan to which I may be a party.

6.3 I have carefully read and fully understand all provisions of this Agreement and am knowingly and voluntarily entering into this Agreement. I understand and agree that certain provisions of this Agreement, including Articles 1, 1.3, 2.10, 3, 5 and 6, survive termination of my internship with Silicon Labs for any reason and represent continuing obligations of me to Silicon Labs.

IN WITNESS WHEREOF, I have executed this Agreement on the date set forth below.

Intern Signature: DocuSigned by: Chiranjeevi P 391BA7D210744EB...

Print Name: Chiranjeevi P

Date: 9/12/2022

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

Annexure A to Proprietary Information and Inventions Assignment Agreement

Prior Inventions Statement

The following is a complete list of all the Prior Inventions in accordance with Section 2.9 of the Proprietary Information and Inventions Assignment Agreement.

NA
_____ I have no inventions to disclose.

NA
_____ Below is a complete and accurate list of Prior Inventions, as that term is defined in the Agreement to which this Annexure A is attached.

Disclosure #	Invention Title
	NA

Chiranjeevi P

By: DocuSigned by: Chiranjeevi P 391BA7D210744EB...

Print Name: Chiranjeevi P

Address: s/o PrabhuDev B V
Banavara
Naruganahalli post, Tumkur 57

Dear Rohith Singh

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 380000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Offer: Computer Consultancy
Ref: TCS/DT20218279524/Bangalore
Date: 11/9/2021

Dear Roshan LAl D,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

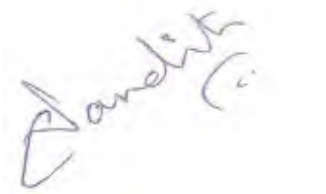
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Roshan LAl D**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCS/DT20218279529/Bangalore
Date: 11/9/2021

Dear ROSHAN LAL D,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

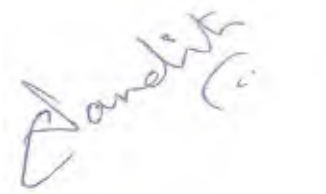
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**ROSHAN LAL D**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear S Rishika,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

OFFER LETTER

Dear SAAHIL ISAQ SAIT,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

SILICON LABS

SILABS INDIA PRIVATE LIMITED (A Silicon Labs Company)

PRIVATE AND CONFIDENTIAL

September 12, 2021

SACHINKUMAR A
W

s/o Dev B V Banavara
Naruganahalli post,
Hebbal 572122

Dear SACHINKUMAR A W,

We are pleased to offer you an internship with Silabs India Private Limited ("Silicon Labs"). Your internship, should you accept, will begin on January 09, 2023 (the "Effective Date") for the duration of 6 months and extendable.

1) You will be compensated Rs. 35000/- per month.

2) In addition to the duties that were outlined during your selection, you shall perform such other duties that are associated with the position and as Silicon Labs' authorized representative deem necessary from time to time.

3) Although Silicon Labs expects the internship arrangement to be fruitful, the company reserves the right to terminate it based on circumstances with one month's notice. Likewise, if due to any exigency, you wish to discontinue, you can do so with one month's notice.

4) You shall dedicate your complete efforts and time to the company and agree to perform your duties faithfully and to the best of your ability. During your internship, you will abide by the Company's policies. You agree not to engage in any other engagement, occupation or consulting activity for any direct or indirect remuneration without the prior written approval from a Silicon Labs authorized representative.

5) You must execute the Proprietary Information and Inventions Assignment Agreement (the "PIIA") attached to this offer which shall take effect on the Effective Date.

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

This letter agreement supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter. We hope that this paid internship will be favorably received, and we look forward to you interning at Silicon Labs.

Sincerely,

DocuSigned by:

BE99C454E699439...

Néstor Ho
Director
Silabs India Private Limited

I accept the terms of this offer letter.

Signed: _____ Date: 9/12/2021

SACHINKUMAR A W

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

Proprietary Information and Inventions Assignment Agreement

Intern (Print): Chiranjeevi P

This Proprietary Information and Inventions Assignment Agreement ("Agreement") is made and entered into by Chiranjeevi P ("Intern") and **Silabs India Private Limited** (CIN: U72900TG2020PTC139507) ("Silicon Labs" or "the Company") in furtherance to the Intern's internship contract dated January 09, 2023. The Intern and Silicon Labs are collectively referred to as the "Parties" and individually as the "Party."

In consideration of (i) my internship with Silicon Labs, (ii) specialized training in Silicon Labs' business and access to Silicon Labs' proprietary and confidential information that will be provided to me during my internship, and (iii) the compensation and additional benefits that will be paid or granted to me during my internship I agree to the terms set forth below.

The terms of this Agreement apply throughout my internship at Silicon Labs or any of its subsidiaries or affiliated companies, commencing with the first day of my internship at Silicon Labs, as set forth above.

1. **PROPRIETARY INFORMATION**

1.1 The term "***Proprietary Information***" refers to:

(a) all information belonging to, or otherwise relating to the business of, Silicon Labs or its parent, subsidiaries and affiliates (together the "***Silicon Labs Group***"), that is not generally known, and which the Silicon Labs Group has taken reasonable measures under the circumstances to protect from unauthorized use or disclosure; and

(b) all information belonging to, or otherwise relating to the business of a third party, that is not generally known, and which was disclosed by that third party to the Silicon Labs Group in strict confidence.

I understand that Proprietary Information may be contained in any medium, whether oral or written and may not be explicitly marked as proprietary, confidential or a trade secret. If I have questions about whether something is Proprietary Information, I will promptly ask Silicon Labs' Legal Department. I understand that common examples of Proprietary Information are:

(i) Technical information that is in use, planned, or under development, such as information concerning the manufacturing, testing, and assembly of Silicon Labs' products, specifications and block diagrams of Silicon Labs' products, improvements, ideas, conceptions, compilations of data, data, processes, discoveries, formulas, and compositions of matter and processes relating to the Silicon Labs Group;

(ii) Business information, such as information concerning business plans, operations, products, corporate strategies, marketing, sales, inventions, designs, costs, legal

DS Chiranjee

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

strategies, finances, employees, current and prospective customers, licensees, or licensors;

(iii) Information relating to future plans, such as marketing strategies, new product research, pending projects and proposals, proprietary production processes, research and development strategies, and similar items; and

(iv) All "trade secrets" within the meaning of the Uniform Trade Secrets Act. I hereby waive any requirement that Silicon Labs submit proof of the economic value of any trade secret or, to the fullest extent permitted by law, to post a bond or other security to enforce its rights under applicable law.

1.2 **Non-Disclosure**

(a) Except when acting within the scope of my duties or with prior written authorization from the General Counsel or duly-authorized officer of Silicon Labs, I will not use, disclose, or reveal to any person any Proprietary Information provided to me or discovered by me before or during my internship with Silicon Labs.

(b) I will comply with Section 1.2 during and after my internship at Silicon Labs. Nothing in this Section 1.2 shall limit my non-disclosure obligations under any applicable rule, statute, regulation or other Company policy.

At the end of my internship or upon written request from the Company, I will immediately return all Proprietary Information and all electronic or printed copies, containing or in any way pertaining to confidential or Proprietary Information to Silicon Labs.

1.3 **Remedies for Breach**. I agree that my violation of this Agreement would cause irreparable harm to Silicon Labs. Accordingly, in the event of my actual or threatened breach of the provisions of this Agreement, Silicon Labs, in addition to all other rights, will be entitled to seek an injunction restraining me from breaching this Agreement.

2. **RIGHTS IN DEVELOPMENTS**

2.1 The term "***Inventions***" refers to each discovery, formulae, idea, improvement, work of authorship, or invention that I make, create, conceive, reduce to practice, develop, or discover, in whole or in part, alone or with others:

(a) in the performance of any work for Silicon Labs;

(b) which relates to Silicon Labs' business; or

(c) which results from any work performed for Silicon Labs or the use of Silicon Labs' equipment, supplies, facilities or information.

2.2 The term "***Intellectual Property Rights***" refers to all trade secrets, patent rights, copyrights, trademarks, Moral Rights (if recognized) and other intellectual property rights recognized by the laws of any jurisdiction or country.

DS
Srivanjeevi.

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

2.3 I assign and agree to assign to Silicon Labs all of my rights to any Inventions (and all Intellectual Property Rights with respect thereto), absolutely and forever, throughout the world and for the full term of each right, including renewals and extensions. All Inventions, in whatever form, is Silicon Labs' property and Silicon Labs shall be the sole owner of all Intellectual Property Rights in connection with such Inventions. Silicon Labs may freely develop and alter such Inventions, and license, sub-license and assign them to third parties without obtaining my prior consent. If any Invention or Intellectual Property Rights cannot be assigned under applicable law, I grant to Silicon Labs an exclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free, unlimited license that can be sublicensed (through one or multiple tiers), to use, reproduce, distribute, create derivative works of, publicly perform, publicly display and digitally perform and display such work in any media or form now known or hereafter known. Outside the scope of my service, I agree not to (a) distribute, modify, adapt, alter, translate, or create derivative works from any such work of authorship or (b) merge any such work of authorship with other Inventions.

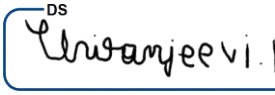
2.4 During and subsequent to my internship with the Silicon Labs Group, I will perform all acts necessary to permit and assist Silicon Labs in documenting, perfecting, obtaining, maintaining, defending, and enforcing Intellectual Property Rights and/or my assignment with respect to such Inventions in any and all countries. This includes executing documents and cooperating in legal proceedings. I agree that such actions will be without compensation, but at Silicon Labs' expense. I irrevocably designate and appoint Silicon Labs and its duly authorized officers and agents, as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any documents and to do all other lawfully permitted acts to further the above purposes with the same legal force and effect as if executed by me.

2.5 Any assignment of copyright hereunder includes all rights of paternity, integrity, disclosure, and withdrawal, and any other rights that may be known as or referred to as "***Moral Rights***." If Moral Rights cannot be assigned under applicable law and the following is allowed by the laws in the various countries where Moral Rights exist, I waive such Moral Rights and consent to any action of Silicon Labs that would violate such Moral Rights in the absence of such consent. I will confirm any such waivers and consents from time to time as requested by Silicon Labs.

2.6 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, all the assignment under this Agreement in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to me, even if Silicon Labs does not exercise the rights under the assignment within a period of one year from the date of assignment. I waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.

2.7 I will not create any Inventions that are unoriginal or defame the Silicon Labs Group, its employees, officers, directors, consultants, agents, or any third party or constitute a violation of the rights of privacy of Silicon Labs' other employees or any third party.

2.8 I will keep complete, accurate, and authentic information and records on all Inventions. Such information and records, including copies, will be Silicon Labs' property and are considered Proprietary Information and therefore subject to Article 1. I will promptly surrender all such original and electronic or printed copies of such information and records when requested or within 24 hours from the end of my internship.



DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

2.9 I acknowledge and agree that nothing in this Agreement grants me, by implication, estoppel or otherwise: (a) a license to any rights in a Silicon Labs Invention or any Ownership Rights therein or (b) a license regarding and of Silicon Labs' existing or future Ownership Rights. If I desire to identify and state specifically that certain prior inventions are not subject to this Agreement (collectively, "***Retained Inventions***"), I will complete the Retained Inventions Statement attached as Schedule A to this Agreement. If I incorporate or help incorporate any Retained Inventions into an Invention, product or service, or rely upon any Retained Invention in discovering, developing, creating, conceiving, or reducing to practice any Invention, product or service, I hereby grant to the Company a nonexclusive, paid-up, assignable, irrevocable, perpetual, worldwide, royalty-free license that can be sub-licensed (through one or multiple tiers), to all Intellectual Property Rights in such Retained Inventions.

2.10 **CONSENT TO PHOTOGRAPHY AND OTHER RECORDINGS.** I agree that my name, voice, picture and likeness may be used in Silicon Labs' advertising, training aids, and other materials that relate to the business of Silicon Labs without payment of separate compensation to me. I will not issue or release any articles, advertising, publicity, or other matter relating to Silicon Labs, or provide any information regarding Silicon Labs to any other person intending to do so, without Silicon Labs' specific written consent.

3. **CHOICE OF LAW**

3.1 I agree and consent to service by mail of any paper initiating any suit, action, or proceeding at the address set forth on my pay statement. I will update my address with Silicon Labs whenever a change in address occurs. I waive any objection to service by mail where Silicon Labs addresses service to the most recent address provided by me.

3.2 I agree that the laws of India shall apply to any suit, action, or other legal proceeding arising out of or relating to this Agreement, regardless of any contrary common law or statutory provisions related to conflicts of laws. The courts at Hyderabad shall have exclusive jurisdiction over all disputes or claims between the Parties under this Agreement.

4. **ASSIGNMENT**. I will not assign my rights or delegate any duties or obligations under this Agreement. The Agreement will be binding upon my heirs, executors, administrators, and other legal representatives. The rights and obligations of Silicon Labs under this Agreement shall inure to the benefit of and be binding upon the successors and assigns of Silicon Labs and Silicon Labs may freely assign its rights hereunder.

5. **SEVERABILITY**. If any provision of this Agreement is held to be unenforceable, such provision will be distinct and severable from the other provisions of this Agreement, and such unenforceability will not affect the validity and enforceability of the remaining provisions. If a court holds that the Agreed Period, scope, or any other restriction stated in any provision of this Agreement is unreasonable under circumstances then existing, the parties agree that the maximum duration, scope, or other restriction that the court deems reasonable under such circumstances will be substituted and that the court will have the power to revise any of those restrictions to cover the maximum period, scope, and/or other restriction permitted by law. It is the intent of the parties that the court, in establishing any such substitute restriction, recognize that the parties' desire is that the stated restrictions upon which the parties have agreed be honored to the maximum lawful extent.

6. **MISCELLANEOUS**

DS

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

6.1 The waiver by Silicon Labs of any provision of this Agreement, or the waiver by Silicon Labs of a breach of any provision of this Agreement by me, shall not operate or be construed as a further or continuing waiver of any subsequent breach by me.

6.2 This Agreement constitutes the sole and entire agreement between the parties relating to its subject matter, and it supersedes and cancels all previous written or verbal agreements or understandings between the parties except that this Agreement shall not be deemed to supersede or cancel any obligations of me under any deferred compensation or stock option award plan to which I may be a party.

6.3 I have carefully read and fully understand all provisions of this Agreement and am knowingly and voluntarily entering into this Agreement. I understand and agree that certain provisions of this Agreement, including Articles 1, 1.3, 2.10, 3, 5 and 6, survive termination of my internship with Silicon Labs for any reason and represent continuing obligations of me to Silicon Labs.

IN WITNESS WHEREOF, I have executed this Agreement on the date set forth below.

Intern Signature: DocuSigned by: Chiranjeevi P 391BA7D210744EB...

Print Name: Chiranjeevi P

Date: 9/12/2022

DocuSign Envelope ID: 2210B44D-A876-4B6D-95D4-7625D7120914

Annexure A to Proprietary Information and Inventions Assignment Agreement

Prior Inventions Statement

The following is a complete list of all the Prior Inventions in accordance with Section 2.9 of the Proprietary Information and Inventions Assignment Agreement.

NA
_____ I have no inventions to disclose.

NA
_____ Below is a complete and accurate list of Prior Inventions, as that term is defined in the Agreement to which this Annexure A is attached.

Disclosure #	Invention Title
	NA

Chiranjeevi P

By: DocuSigned by: Chiranjeevi P 391BA7D210744EB...

Print Name: Chiranjeevi P

Address: s/o PrabhuDev B V
Banavara
Naruganahalli post, Tumkur 57

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SAHANA K V**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SAIF AHMED S**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SAIMA SALUTAGI**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear SAMPATH DURGA JAGADEESH,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Samuel Antonio J,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

SANDEEP M NAIR
Chennai

Dear SANDEEP M NAIR

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SANJAY K
Chennai

Dear SANJAY K

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SANJEEV .R
Chennai

Dear SANJEEV .R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Dear Santhosh Kumar S

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

OFFER LETTER

Dear SAQLAIN AHMED N,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

SATHYA D
Chennai

Dear SATHYA D

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SAYED FAISAL SALEEM
Chennai

Dear SAYED FAISAL SALEEM

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Offer: Computer Consultancy
Ref: TCS/DT20218279517/Bangalore
Date: 11/9/2021

Dear Serene James,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

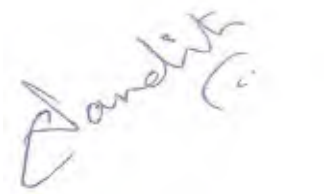
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Serene James**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TeamLease™
Putting India to Work

SHAHEELA TASNEEM

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2021 and expire on 14 Jul 2022 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2021. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement. ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.

   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.

   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).

   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representativ es etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.

   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.

   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you. viii. Comply with leave policy as intimated through the associate handbook ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).

   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time,

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name:

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease Services Limited., CIN No. L74140K A2000PLC118395
Ascent Buildin g , # 77,Kora ma n g ala Industrial Layout, Jyothi Nivas College Road, Korama n ga la , Bangalore -5 60 0 9 5.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.tea mle ase .com

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

OFFER LETTER

Dear Shaik Hameeda Haider,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

SHAIK KHALEEL
Chennai

Dear SHAIK KHALEEL

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SHAIK SAMEER PASHA
Chennai

Dear SHAIK SAMEER PASHA

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SHAILESH S
Chennai

Dear SHAILESH S

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

TRUFEDU

Trufedu Budgetary Education Private Limited
55, 2nd FLOOR, LANE - 2 WESTENDMARG, NEAR
SAKET METRO STATION, SAIDULLAJAB

Offer Letter

Dear **Sham G**

Congratulations! We are pleased to confirm that you have been selected to work for **Trufedu Budgetary Education Private Limited**. We are delighted to make you the following job offer:

The position we are offering you is that of **Relationship Manager- Bangalore** with an annual cost to company of 4,00,000 in INR. This position reports to MD. Arif Shamim.

We would like you to start work on 03/08/2021. Please report to MD. Arif Shamim for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (Opfin) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 28/07/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Trufedu Budgetary Education Private Limited and look forward to working with you.

Sincerely,

Taniya Das
Trufedu Budgetary Education Private Limited

Accepted by,

Annexure A

1. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

That you will be on probation for a period of three months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

3. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three month (90days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

A. If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.

B. For loss of confidence in you by the company for any of the acts committed by you.

C. If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude.

D. If you commit any act prejudicial to the continuing good relationship between you and the company.

E. If you commit a breach of any of the terms of this letter of appointment.

F. Within 7 days of joining you need to submit one client acquisition proof (Yearly Subscription) for generating the appointment letter, Fail to submit the same in such cases, you will be liable to removal from services without any notice.

9. Minimum Performance Expectation (MPE)

A. The company reserves the right to terminate your employment without notice, at any time, in case your performance is below MPE.

B. As mutually agreed the MPE as assigned to you and in writing by your supervisor would be achieved by you in case you fail to achieve the same, the management reserve the right to release your salary in the same proportion of your target achievement.

C. Your entire salary is linked with your performance for the first 90 days of your employment, Company reserve the right to release your salary in the proportion of your salary target achievement. If you fail to achieve the target given by the management you will not get your salary and reimbursement as well.

10. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	16,666
HRA	8,333
Special Allowance	3,199
Leave & Travel Allowance	3,335
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	1,800
Total	**33,333**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

Offer: Computer Consultancy
Ref: TCS/DT20218279509/Bangalore
Date: 11/9/2021

Dear Shamanth D C,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

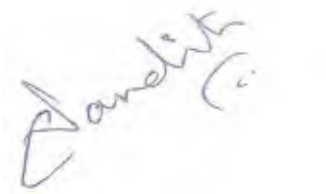
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Shamanth D C**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

SHANTH KUMAR R
Chennai

Dear SHANTH KUMAR R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SHARATH S
Chennai

Dear SHARATH S

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SHARATH S

Dear **SHARATH S**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

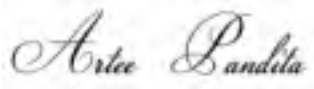
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

TeamLease™
Putting India to Work

SHARMA DEEPAKKUMAR MAHESHKUMAR

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

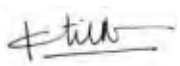
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

OFFER LETTER

Dear SHASHANK GIRENNAVAR,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

SHASHANK REDDY R
Chennai

Dear SHASHANK REDDY R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SHASHANK V**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear Shibili Suhanah,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Shivakumar,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

TeamLease™
Putting India to Work

SHIVANSHU GAJRAJ

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

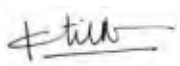
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

SHREYA VINOD KUMAR
Chennai

Dear SHREYA VINOD KUMAR

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SHREYAS HANAMANTGOUDA PATIL**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Dear **SHREYAS J,**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GAJULA RAM KUMAR	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

SHREYAS S
Chennai

Dear SHREYAS S

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SHWETA KUMARI**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

SHYAM A M
Chennai

Dear SHYAM A M

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SIDDARTH RAHUL M B
Chennai

Dear SIDDARTH RAHUL M B

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Dear **DUSHMANTA KAUSICK PEGU**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362042**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **HARSHA HEBBALLI**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362042**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **ANKITA**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362042**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **ASENLA JAMIR**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362042**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **PRATIGYA GURUNG**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362000**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **SRIRANGAM BHAVANA**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362000**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

Dear **SUBIA MOSIN**

Congratulations!!

Thank you for your participation in the '**Campus Recruitment Program'**. We are happy of your selection and pleased to offer you an opportunity to join us for the position of **EXECUTVE** at SILVER OAKPvt. Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **362000**INR. Your bonus reward opportunity will be 8% ofyour earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join SILVER OAKPvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact

We once again like to congratulate you on your selection and welcome you to SILVER OAK Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For SILVER OAK Pvt. Ltd.

Authorized Signatory

Name:

Name of the College/Institute:

Date:

Signature:

OFFER LETTER

Dear S SNEHA**,**

On behalf of Silver Mine Group, it is our pleasure to confirm your selection for employment as **"Management -Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 6,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at thetime. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 monthsfrom your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Silvermine Groups

Annexure I

NAME:	S SNEHA		
TITLE:	**S SNEHA**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	4,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**6,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per financeguidelines

OFFER LETTER

Dear SAGAR V**,**

On behalf of Silver Mine Group, it is our pleasure to confirm your selection for employment as **"Management -Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 6,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at thetime. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 monthsfrom your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Silvermine Groups

Annexure I

NAME:	SAGAR V		
TITLE:	**SAGAR V**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	4,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**6,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per financeguidelines

OFFER LETTER

Dear SAGARKUMAR R**,**

On behalf of Silver Mine Group, it is our pleasure to confirm your selection for employment as **"Management -Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 6,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at thetime. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 monthsfrom your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Silvermine Groups

Annexure I

NAME:	SAGARKUMAR R	**GRADE**	**P2**
TITLE:	**SAGARKUMAR R**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	4,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**6,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per financeguidelines

OFFER LETTER

Dear SAIESH N R**,**

On behalf of Silver Mine Group, it is our pleasure to confirm your selection for employment as **"Management -Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 6,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at thetime. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 monthsfrom your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Silvermine Groups

Annexure I

NAME:	SAIESH N R		
TITLE:	**SAIESH N R**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	4,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**6,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per financeguidelines

OFFER LETTER

Dear SAMEERULLA KHAN**,**

On behalf of Silver Mine Group, it is our pleasure to confirm your selection for employment as **"Management -Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 6,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at thetime. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 monthsfrom your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Silvermine Groups

Annexure I

NAME:	SAMEERULLA KHAN		
TITLE:	**SAMEERU LLA KHAN**	**GRADE**	**P2**

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	4,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**6,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per financeguidelines

OFFER LETTER

Dear SAPANA WAIKHOM**,**

On behalf of Silver Mine Group, it is our pleasure to confirm your selection for employment as **"Management -Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 6,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at thetime. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 monthsfrom your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Silvermine Groups

Annexure I

NAME:	SAPANA WAIKHOM	**GRADE**	**P2**
TITLE:	**SAPANA WAIKHOM**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	4,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**6,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per financeguidelines

OFFER LETTER

Dear SHIVACHANNA BASAVARAJ S K**,**

On behalf of Silver Mine Group, it is our pleasure to confirm your selection for employment as **"Management -Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 6,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at thetime. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 monthsfrom your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Silvermine Groups

Annexure I

NAME:	SHIVACHANNA BASAVARAJ S K	**GRADE**	**P2**
TITLE:	**SHIVACH ANNA BASAVAR AJ S K**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	4,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**6,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per financeguidelines

OFFER LETTER

Dear SHIVAKUMAR SHETTY**,**

On behalf of Silver Mine Group, it is our pleasure to confirm your selection for employment as **"Management -Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Management -Trainee**

Total Cost to Company: **Rs. 6,00,000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at thetime. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 monthsfrom your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Silvermine Groups

Annexure I

NAME:	SHIVAKUMAR SHETTY	**GRADE**	**P2**
TITLE:	**SHIVAKU MAR SHETTY**		

COMPONENTS – A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	4,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**200,167**	**2,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**6,00,000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per financeguidelines

TeamLease™
Putting India to Work

SIMRAN NITIN AWATI

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2021 and expire on 14 Jul 2022 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2021. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement. ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representativ es etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you. viii. Comply with leave policy as intimated through the associate handbook ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time,

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name:

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease Services Limited., CIN No. L74140K A2000PLC118395
Ascent Buildin g , # 77,Kora ma n g ala Industrial Layout, Jyothi Nivas College Road, Korama n ga la , Bangalore -5 60 0 9 5.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.tea mle ase .com

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SINTU BORO**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

SIRISHA S REDDY
Chennai

Dear SIRISHA S REDDY

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

To,

12-April-2020

Employment Offer Letter

Dear Navami

Congratulations! We are pleased to confirm that you have been selected to work for **Sirma Business Consulting (India) Private Ltd**. We are delighted to make you the following job offer

A. Designation	:	Analyst Trainee
B. Commencement date	:	13th-April-2020
C. Location	:	Bangalore
D. CTC	:	300000 L.P.A

Kindly report to the undersigned on 13-04-2020 at 10.30 pm, for documentation and orientation. In case you fail to report by the date and time mentioned herein, this offer shall stand withdrawn automatically. If this date is not acceptable, please contact the undersigned immediately

At the time of your joining, you are required to bring one copy of each of the below-mentioned documents along with the originals (to verify against the copy) and submit the same to the Onboarding team.

a. Original Offer Letter
b. Passport
c. Pan Card
d. Aadhar Card
e. 10th Std (Mark sheet & Certificate)

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

f. 12th Std (Mark sheet & Certificate)

g. Graduation documents - Convocation / Degree Certificate & Mark sheet of All Semester

h. Post-Graduation - Convocation / Degree Certificate & Mark sheet of all Semesters

i. Experience/Relieving Letters of all the previous companies

j. 3 Pass-port size photographs with white background

That this offer letter shall not be constructed as an appointment letter. Your appointment for the above-mentioned designation will be confirmed once you do the following: (i) documents submission and verification; (ii) acceptance to appointment letter; (iii) signing and execution of the Non-Disclosure Agreement, (iv) Employment agreement confirming that you would serve the company for a minimum period of 24(twenty-four) months' including your 6 (Six) months' probation period

Additional Terms

1. **Recruitment Process:** You acknowledge and accept that the company, towards your recruitment, and other allied recruitment activities, has incurred considerable time and expenditure and you, by accepting this letter, hereby represent and assures the company that you are accepting the employment, provided by the company, and you will join on the specified date of joining.

2. **Compensation**: You further acknowledge and accepts that you, for any reason whatsoever, after accepting the employment do not join the company shall without any protest compensate the company or the company shall have a right to recover you, whichever is more, (i) liquidated damages amounting to your 15 days salary; or (ii) damages equivalent to the actual cost of your recruitment incurred by the company.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Yours sincerely

Nageswara Rao Korlepara
CEO & Director
For Sirma Business Consulting (India) Private Ltd.

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

To,

12-April-2020

Employment Offer Letter

Dear Nistha Keshri Keshri

Congratulations! We are pleased to confirm that you have been selected to work for **Sirma Business Consulting (India) Private Ltd**. We are delighted to make you the following job offer

A. Designation	:	Analyst Trainee
B. Commencement date	:	13th-April-2020
C. Location	:	Bangalore
D. CTC	:	300000 L.P.A

Kindly report to the undersigned on 13-04-2020 at 10.30 pm, for documentation and orientation. In case you fail to report by the date and time mentioned herein, this offer shall stand withdrawn automatically. If this date is not acceptable, please contact the undersigned immediately

At the time of your joining, you are required to bring one copy of each of the below-mentioned documents along with the originals (to verify against the copy) and submit the same to the Onboarding team.

a. Original Offer Letter
b. Passport
c. Pan Card
d. Aadhar Card
e. 10th Std (Mark sheet & Certificate)

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

f. 12th Std (Mark sheet & Certificate)

g. Graduation documents - Convocation / Degree Certificate & Mark sheet of All Semester

h. Post-Graduation - Convocation / Degree Certificate & Mark sheet of all Semesters

i. Experience/Relieving Letters of all the previous companies

j. 3 Pass-port size photographs with white background

That this offer letter shall not be constructed as an appointment letter. Your appointment for the above-mentioned designation will be confirmed once you do the following: (i) documents submission and verification; (ii) acceptance to appointment letter; (iii) signing and execution of the Non-Disclosure Agreement, (iv) Employment agreement confirming that you would serve the company for a minimum period of 24(twenty-four) months' including your 6 (Six) months' probation period

Additional Terms

1. **Recruitment Process:** You acknowledge and accept that the company, towards your recruitment, and other allied recruitment activities, has incurred considerable time and expenditure and you, by accepting this letter, hereby represent and assures the company that you are accepting the employment, provided by the company, and you will join on the specified date of joining.

2. **Compensation**: You further acknowledge and accepts that you, for any reason whatsoever, after accepting the employment do not join the company shall without any protest compensate the company or the company shall have a right to recover you, whichever is more, (i) liquidated damages amounting to your 15 days salary; or (ii) damages equivalent to the actual cost of your recruitment incurred by the company.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Yours sincerely

Nageswara Rao Korlepara
CEO & Director
For Sirma Business Consulting (India) Private Ltd.

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

To,

12-April-2020

Employment Offer Letter

Dear Pavithra R

Congratulations! We are pleased to confirm that you have been selected to work for **Sirma Business Consulting (India) Private Ltd**. We are delighted to make you the following job offer

A. Designation	:	Analyst Trainee
B. Commencement date	:	13th-April-2020
C. Location	:	Bangalore
D. CTC	:	300000 L.P.A

Kindly report to the undersigned on 13-04-2020 at 10.30 pm, for documentation and orientation. In case you fail to report by the date and time mentioned herein, this offer shall stand withdrawn automatically. If this date is not acceptable, please contact the undersigned immediately

At the time of your joining, you are required to bring one copy of each of the below-mentioned documents along with the originals (to verify against the copy) and submit the same to the Onboarding team.

a. Original Offer Letter
b. Passport
c. Pan Card
d. Aadhar Card
e. 10th Std (Mark sheet & Certificate)

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

f. 12th Std (Mark sheet & Certificate)

g. Graduation documents - Convocation / Degree Certificate & Mark sheet of All Semester

h. Post-Graduation - Convocation / Degree Certificate & Mark sheet of all Semesters

i. Experience/Relieving Letters of all the previous companies

j. 3 Pass-port size photographs with white background

That this offer letter shall not be constructed as an appointment letter. Your appointment for the above-mentioned designation will be confirmed once you do the following: (i) documents submission and verification; (ii) acceptance to appointment letter; (iii) signing and execution of the Non-Disclosure Agreement, (iv) Employment agreement confirming that you would serve the company for a minimum period of 24(twenty-four) months' including your 6 (Six) months' probation period

Additional Terms

1. **Recruitment Process:** You acknowledge and accept that the company, towards your recruitment, and other allied recruitment activities, has incurred considerable time and expenditure and you, by accepting this letter, hereby represent and assures the company that you are accepting the employment, provided by the company, and you will join on the specified date of joining.

2. **Compensation**: You further acknowledge and accepts that you, for any reason whatsoever, after accepting the employment do not join the company shall without any protest compensate the company or the company shall have a right to recover you, whichever is more, (i) liquidated damages amounting to your 15 days salary; or (ii) damages equivalent to the actual cost of your recruitment incurred by the company.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Yours sincerely

Nageswara Rao Korlepara
CEO & Director
For Sirma Business Consulting (India) Private Ltd.

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

To,

12-April-2020

Employment Offer Letter

Dear Proddutur Lalu Sai Teja

Congratulations! We are pleased to confirm that you have been selected to work for **Sirma Business Consulting (India) Private Ltd**. We are delighted to make you the following job offer

A. Designation	:	Analyst Trainee
B. Commencement date	:	13th-April-2020
C. Location	:	Bangalore
D. CTC	:	300000 L.P.A

Kindly report to the undersigned on 13-04-2020 at 10.30 pm, for documentation and orientation. In case you fail to report by the date and time mentioned herein, this offer shall stand withdrawn automatically. If this date is not acceptable, please contact the undersigned immediately

At the time of your joining, you are required to bring one copy of each of the below-mentioned documents along with the originals (to verify against the copy) and submit the same to the Onboarding team.

a. Original Offer Letter
b. Passport
c. Pan Card
d. Aadhar Card
e. 10th Std (Mark sheet & Certificate)

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

f. 12th Std (Mark sheet & Certificate)

g. Graduation documents - Convocation / Degree Certificate & Mark sheet of All Semester

h. Post-Graduation - Convocation / Degree Certificate & Mark sheet of all Semesters

i. Experience/Relieving Letters of all the previous companies

j. 3 Pass-port size photographs with white background

That this offer letter shall not be constructed as an appointment letter. Your appointment for the above-mentioned designation will be confirmed once you do the following: (i) documents submission and verification; (ii) acceptance to appointment letter; (iii) signing and execution of the Non-Disclosure Agreement, (iv) Employment agreement confirming that you would serve the company for a minimum period of 24(twenty-four) months' including your 6 (Six) months' probation period

Additional Terms

1. **Recruitment Process:** You acknowledge and accept that the company, towards your recruitment, and other allied recruitment activities, has incurred considerable time and expenditure and you, by accepting this letter, hereby represent and assures the company that you are accepting the employment, provided by the company, and you will join on the specified date of joining.

2. **Compensation**: You further acknowledge and accepts that you, for any reason whatsoever, after accepting the employment do not join the company shall without any protest compensate the company or the company shall have a right to recover you, whichever is more, (i) liquidated damages amounting to your 15 days salary; or (ii) damages equivalent to the actual cost of your recruitment incurred by the company.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Yours sincerely

Nageswara Rao Korlepara
CEO & Director
For Sirma Business Consulting (India) Private Ltd.

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

To,

12-April-2020

Employment Offer Letter

Dear SHARON FATHIMA A

Congratulations! We are pleased to confirm that you have been selected to work for **Sirma Business Consulting (India) Private Ltd**. We are delighted to make you the following job offer

A. Designation	:	Analyst Trainee
B. Commencement date	:	13th-April-2020
C. Location	:	Bangalore
D. CTC	:	300000 L.P.A

Kindly report to the undersigned on 13-04-2020 at 10.30 pm, for documentation and orientation. In case you fail to report by the date and time mentioned herein, this offer shall stand withdrawn automatically. If this date is not acceptable, please contact the undersigned immediately

At the time of your joining, you are required to bring one copy of each of the below-mentioned documents along with the originals (to verify against the copy) and submit the same to the Onboarding team.

a. Original Offer Letter
b. Passport
c. Pan Card
d. Aadhar Card
e. 10th Std (Mark sheet & Certificate)

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

f. 12th Std (Mark sheet & Certificate)

g. Graduation documents - Convocation / Degree Certificate & Mark sheet of All Semester

h. Post-Graduation - Convocation / Degree Certificate & Mark sheet of all Semesters

i. Experience/Relieving Letters of all the previous companies

j. 3 Pass-port size photographs with white background

That this offer letter shall not be constructed as an appointment letter. Your appointment for the above-mentioned designation will be confirmed once you do the following: (i) documents submission and verification; (ii) acceptance to appointment letter; (iii) signing and execution of the Non-Disclosure Agreement, (iv) Employment agreement confirming that you would serve the company for a minimum period of 24(twenty-four) months' including your 6 (Six) months' probation period

Additional Terms

1. **Recruitment Process:** You acknowledge and accept that the company, towards your recruitment, and other allied recruitment activities, has incurred considerable time and expenditure and you, by accepting this letter, hereby represent and assures the company that you are accepting the employment, provided by the company, and you will join on the specified date of joining.

2. **Compensation**: You further acknowledge and accepts that you, for any reason whatsoever, after accepting the employment do not join the company shall without any protest compensate the company or the company shall have a right to recover you, whichever is more, (i) liquidated damages amounting to your 15 days salary; or (ii) damages equivalent to the actual cost of your recruitment incurred by the company.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Yours sincerely

Nageswara Rao Korlepara
CEO & Director
For Sirma Business Consulting (India) Private Ltd.

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

To,

12-April-2020

Employment Offer Letter

Dear SHREEYA AGARWAL

Congratulations! We are pleased to confirm that you have been selected to work for **Sirma Business Consulting (India) Private Ltd**. We are delighted to make you the following job offer

A. Designation	:	Analyst Trainee
B. Commencement date	:	13th-April-2020
C. Location	:	Bangalore
D. CTC	:	300000 L.P.A

Kindly report to the undersigned on 13-04-2020 at 10.30 pm, for documentation and orientation. In case you fail to report by the date and time mentioned herein, this offer shall stand withdrawn automatically. If this date is not acceptable, please contact the undersigned immediately

At the time of your joining, you are required to bring one copy of each of the below-mentioned documents along with the originals (to verify against the copy) and submit the same to the Onboarding team.

a. Original Offer Letter
b. Passport
c. Pan Card
d. Aadhar Card
e. 10th Std (Mark sheet & Certificate)

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

f. 12th Std (Mark sheet & Certificate)

g. Graduation documents - Convocation / Degree Certificate & Mark sheet of All Semester

h. Post-Graduation - Convocation / Degree Certificate & Mark sheet of all Semesters

i. Experience/Relieving Letters of all the previous companies

j. 3 Pass-port size photographs with white background

That this offer letter shall not be constructed as an appointment letter. Your appointment for the above-mentioned designation will be confirmed once you do the following: (i) documents submission and verification; (ii) acceptance to appointment letter; (iii) signing and execution of the Non-Disclosure Agreement, (iv) Employment agreement confirming that you would serve the company for a minimum period of 24(twenty-four) months' including your 6 (Six) months' probation period

Additional Terms

1. **Recruitment Process:** You acknowledge and accept that the company, towards your recruitment, and other allied recruitment activities, has incurred considerable time and expenditure and you, by accepting this letter, hereby represent and assures the company that you are accepting the employment, provided by the company, and you will join on the specified date of joining.

2. **Compensation**: You further acknowledge and accepts that you, for any reason whatsoever, after accepting the employment do not join the company shall without any protest compensate the company or the company shall have a right to recover you, whichever is more, (i) liquidated damages amounting to your 15 days salary; or (ii) damages equivalent to the actual cost of your recruitment incurred by the company.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Yours sincerely

Nageswara Rao Korlepara
CEO & Director
For Sirma Business Consulting (India) Private Ltd.

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

To,

12-April-2020

Employment Offer Letter

Dear Wahida Nargis

Congratulations! We are pleased to confirm that you have been selected to work for **Sirma Business Consulting (India) Private Ltd**. We are delighted to make you the following job offer

A. Designation	:	Analyst Trainee
B. Commencement date	:	13th-April-2020
C. Location	:	Bangalore
D. CTC	:	300000 L.P.A

Kindly report to the undersigned on 13-04-2020 at 10.30 pm, for documentation and orientation. In case you fail to report by the date and time mentioned herein, this offer shall stand withdrawn automatically. If this date is not acceptable, please contact the undersigned immediately

At the time of your joining, you are required to bring one copy of each of the below-mentioned documents along with the originals (to verify against the copy) and submit the same to the Onboarding team.

a. Original Offer Letter
b. Passport
c. Pan Card
d. Aadhar Card
e. 10th Std (Mark sheet & Certificate)

Sirma Business Consulting (India) Private Limited
Branch Office Address: #113/1, 4th Floor, Block A, SRIT House,
ITPL Main Road, Kundalahalli, Bangalore - 560 037
Tel: +91 88847 70008
Website: www.sirmaglobal.com

f. 12th Std (Mark sheet & Certificate)

g. Graduation documents - Convocation / Degree Certificate & Mark sheet of All Semester

h. Post-Graduation - Convocation / Degree Certificate & Mark sheet of all Semesters

i. Experience/Relieving Letters of all the previous companies

j. 3 Pass-port size photographs with white background

That this offer letter shall not be constructed as an appointment letter. Your appointment for the above-mentioned designation will be confirmed once you do the following: (i) documents submission and verification; (ii) acceptance to appointment letter; (iii) signing and execution of the Non-Disclosure Agreement, (iv) Employment agreement confirming that you would serve the company for a minimum period of 24(twenty-four) months' including your 6 (Six) months' probation period

Additional Terms

1. **Recruitment Process:** You acknowledge and accept that the company, towards your recruitment, and other allied recruitment activities, has incurred considerable time and expenditure and you, by accepting this letter, hereby represent and assures the company that you are accepting the employment, provided by the company, and you will join on the specified date of joining.

2. **Compensation**: You further acknowledge and accepts that you, for any reason whatsoever, after accepting the employment do not join the company shall without any protest compensate the company or the company shall have a right to recover you, whichever is more, (i) liquidated damages amounting to your 15 days salary; or (ii) damages equivalent to the actual cost of your recruitment incurred by the company.

We are confident you will be able to make a significant contribution to the success of our Company and we look forward to working with you.

Yours sincerely

Nageswara Rao Korlepara
CEO & Director
For Sirma Business Consulting (India) Private Ltd.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SNEHA ANAND**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483007/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Offer: Computer Consultancy
Ref: TCS/DT20218279527/Bangalore
Date: 11/9/2021

Dear Sneha R Hedge,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

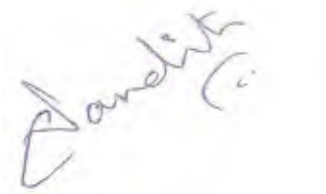
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Sneha R Hedge**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCS/DT20218279532/Bangalore
Date: 11/9/2021

Dear Sneha R Hegde,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

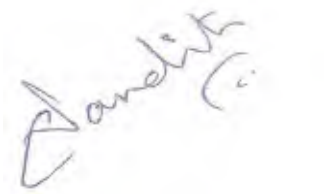
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Sneha R Hegde**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCS/DT20218279527/Bangalore
Date: 11/9/2021

Dear Sneha R Hedge,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

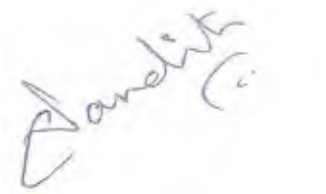
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Sneha R Hedge**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SNEHA RAMACHANDRA HEGDE**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SNEHA S**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

SOHAIB MAGED MOHAMMED GHALEB
Chennai

Dear SOHAIB MAGED MOHAMMED GHALEB

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SOHAN SIRISH N
Chennai

Dear SOHAN SIRISH N

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Somiya,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

OFFER LETTER

Dear SONIA P M,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SOUNDARYA N**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear SOURABH SANTOSH PURI,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

SOURO JYOTI BHATTACHARJEE
Chennai

Dear SOURO JYOTI BHATTACHARJEE

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SREEDHARAN K B
Chennai

Dear SREEDHARAN K B

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SRI HARSHA D V**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

SRIKANTA M
Chennai

Dear SRIKANTA M

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SRINIVAS M
Chennai

Dear SRINIVAS M

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

OFFER LETTER

Dear Srirangam Bhavana,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Dear Vibhasree Gowda

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

July 01, 2021

PRIVATE AND CONFIDENTIAL

PRAVES

Dear PRAVESH GOWDA

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

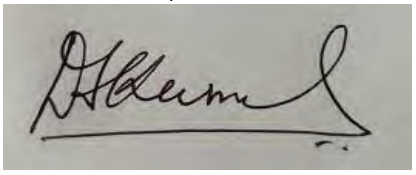
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
PRAVESH
GOWDA Date:

Exhibit "A"				
Name	**PRAVESH GOWDA**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ABDUL

Dear ABDUL GHANI

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

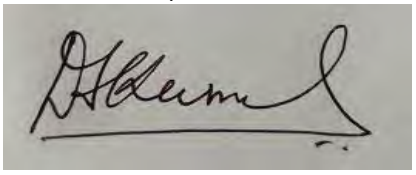
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: ABDUL
GHANI Date:

Exhibit "A"				
Name	**ABDUL GHANI**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ABDUL

Dear ABDUL SALAM BEARY

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

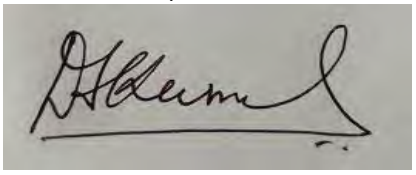
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: ABDUL SALAM BEARY
Date:

Exhibit "A"				
Name	**ABDUL SALAM BEARY**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ABHINAS

Dear ABHINASH PATEL

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

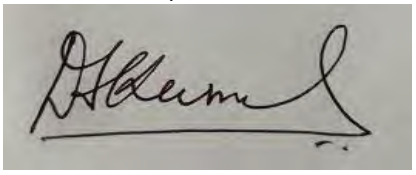
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
ABHINASH
PATEL Date:

Exhibit "A"				
Name	**ABHINASH PATEL**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ABHINAV

Dear ABHINAV CHANDAR

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

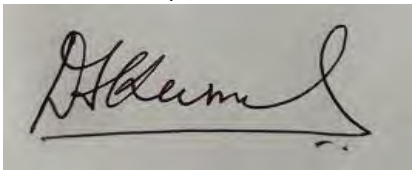
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
ABHINAV
CHANDAR
Date:

Exhibit "A"				
Name	**ABHINAV CHANDAR**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Abhishek

Dear Abhishek .L

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

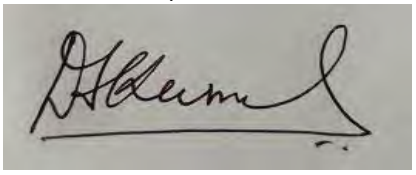
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
Abhishek .L
Date:

Exhibit "A"				
Name	**Abhishek .L**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ABHISHE

Dear ABHISHEK SHARMA R

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

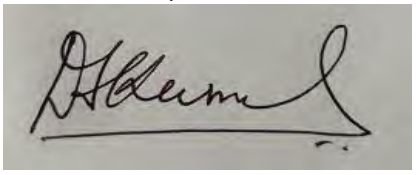
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
ABHISHEK
SHARMA R
Date:

Exhibit "A"				
Name	**ABHISHEK SHARMA R**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ADITH

Dear ADITH REDDY H D

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

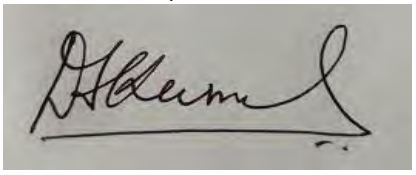
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: ADITH REDDY H D
Date:

Exhibit "A"				
Name	**ADITH REDDY H D**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ADVAITH

Dear ADVAITH SHASTRY K V

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

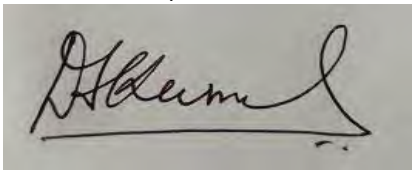
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
ADVAITH
SHASTRY K V
Date:

Exhibit "A"				
Name	**ADVAITH SHASTRY K V**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AGAM

Dear AGAM SRIVASTAVA

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

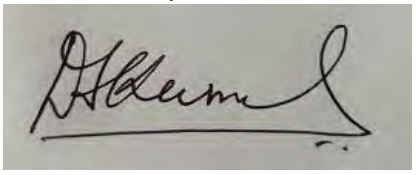
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: AGAM SRIVASTAVA
Date:

Exhibit "A"				
Name	**AGAM SRIVASTAVA**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AISHARJ

Dear AISHARJA NAYAK

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

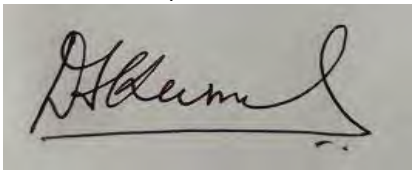
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
AISHARJA
NAYAK Date:

Exhibit "A"				
Name	**AISHARJA NAYAK**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AJAY C

Dear AJAY C CHANDRAN

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

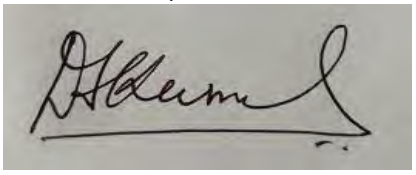
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: AJAY C CHANDRAN
Date:

Exhibit "A"				
Name	**AJAY C CHANDRAN**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AKASH

Dear AKASH BHARADWAJ K

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

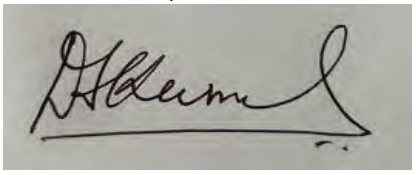
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: AKASH BHARADWAJ K
Date:

Exhibit "A"				
Name	**AKASH BHARADWAJ K**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AKKAL

Dear AKKAL RAJ WOLI

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

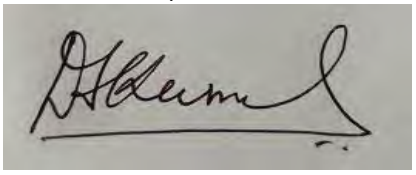
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: AKKAL
RAJ WOLI Date:

Exhibit "A"				
Name	**AKKAL RAJ WOLI**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic	8,750		105,000	
Home Rental Allowance	4,375	52,500		
Leave Travel Allowance	1,458		17,500	
Statutory Bonus	1,750		21,000	
Special Allowance	6,447		77,360	
Provident Fund – Company Contribution	1,800		21,600	
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)	**27,000**		**300000**	

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AKSHAY.

Dear AKSHAY.R

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

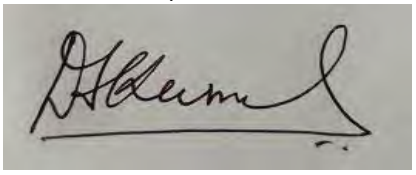
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
AKSHAY.R
Date:

Exhibit "A"				
Name	**AKSHAY.R**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ALAN

Dear ALAN MACKLIN

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

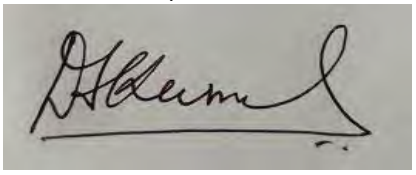
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: ALAN
MACKLIN Date:

Exhibit "A"				
Name	**ALAN MACKLIN**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ALLVIN I

Dear ALLVIN I

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

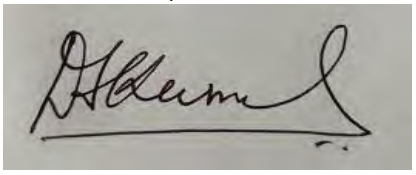
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: ALLVIN I
Date:

Exhibit "A"				
Name	**ALLVIN I**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AMAN

Dear AMAN KUMAR KAUSHIK

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

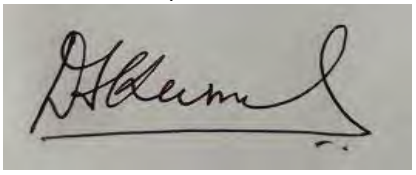
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: AMAN KUMAR KAUSHIK Date:

Exhibit "A"				
Name	**AMAN KUMAR KAUSHIK**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AMEENA

Dear AMEENA AZHAR

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

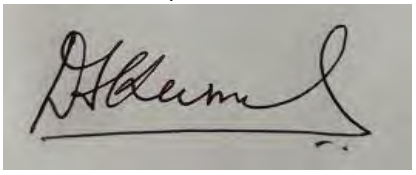
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
AMEENA
AZHAR Date:

Exhibit "A"				
Name	**AMEENA AZHAR**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AMITH

Dear AMITH KUMAR K

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

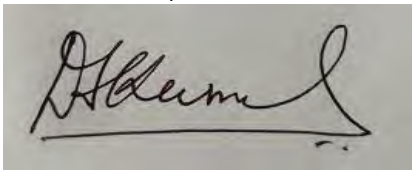
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: AMITH
KUMAR K Date:

Exhibit "A"				
Name	**AMITH KUMAR K**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

AMITH P

Dear AMITH P PAWAR

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

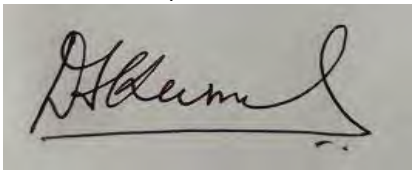
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: AMITH P
PAWAR Date:

Exhibit "A"				
Name	**AMITH P PAWAR**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ANUP B

Dear ANUP B U

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

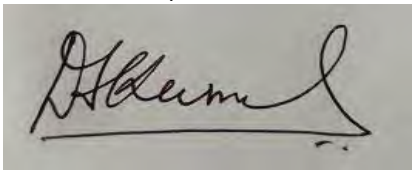
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: ANUP B
U Date:

Exhibit "A"				
Name	**ANUP B U**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

ANURAG

Dear ANURAG

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 300000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

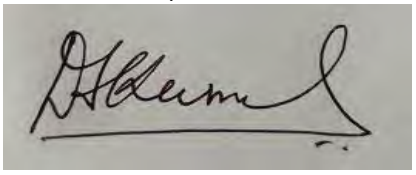
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
ANURAG Date:

Exhibit "A"				
Name	**ANURAG**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**300000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

GEETHA

Dear GEETHA GOKULA .P

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

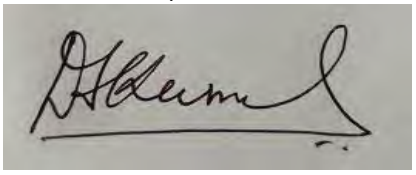
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
GEETHA
GOKULA .P
Date:

Exhibit "A"				
Name	**GEETHA GOKULA .P**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

GIRISH .

Dear GIRISH . M

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

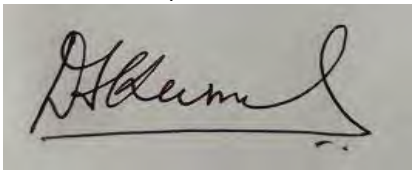
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: GIRISH .
M Date:

Exhibit "A"				
Name	**GIRISH . M**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Harishtha.

Dear Harishtha.T

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

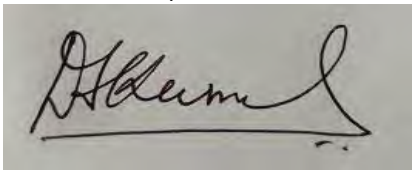
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
Harishtha.T
Date:

Exhibit "A"				
Name	**Harishtha.T**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Karunaka

Dear Karunakaran` V

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

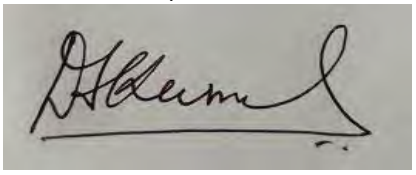
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
Karunakaran` V
Date:

Exhibit "A"				
Name	**Karunakaran` V**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Kaushal

Dear Kaushal Prakash J

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

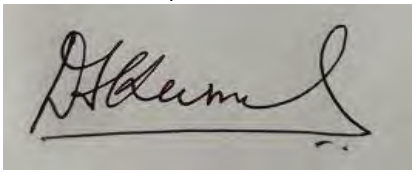
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Kaushal Prakash J Date:

Exhibit "A"				
Name	**Kaushal Prakash J**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic	8,750		105,000	
Home Rental Allowance	4,375	52,500		
Leave Travel Allowance	1,458		17,500	
Statutory Bonus	1,750		21,000	
Special Allowance	6,447		77,360	
Provident Fund – Company Contribution	1,800		21,600	
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)	**27,000**		**325000**	

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

- As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month
- Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
- Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
- Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Kavya D

Dear Kavya D

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

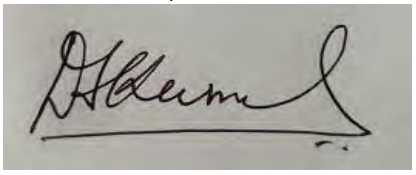
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Kavya D
Date:

Exhibit "A"				
Name	**Kavya D**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

kavya M

Dear kavya M

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

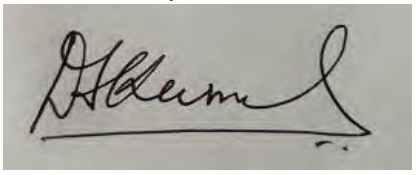
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: kavya M
Date:

Exhibit "A"				
Name	**kavya M**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

KEERTHI

Dear KEERTHI P

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

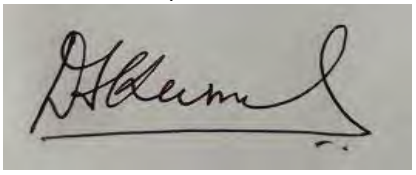
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
KEERTHI P
Date:

Exhibit "A"				
Name	**KEERTHI P**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Kiran

Dear Kiran Alexander Joel

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

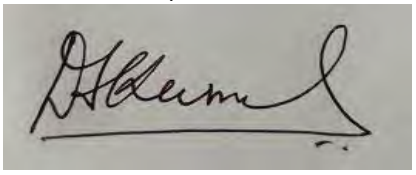
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Kiran Alexander Joel
Date:

Exhibit "A"				
Name	**Kiran Alexander Joel**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

KIRAN

Dear KIRAN YADAV R

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

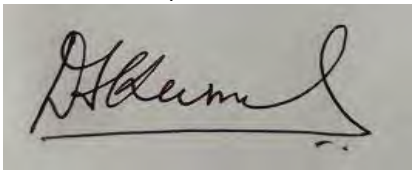
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: KIRAN
YADAV R Date:

Exhibit "A"				
Name	**KIRAN YADAV R**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic	8,750		105,000	
Home Rental Allowance	4,375	52,500		
Leave Travel Allowance	1,458		17,500	
Statutory Bonus	1,750		21,000	
Special Allowance	6,447		77,360	
Provident Fund – Company Contribution	1,800		21,600	
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)	**27,000**		**325000**	

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

KSHITIJ

Dear KSHITIJ P L

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

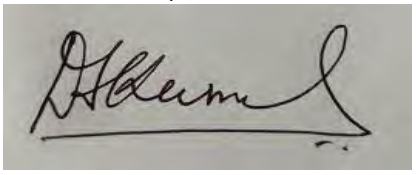
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: KSHITIJ
P L Date:

Exhibit "A"				
Name	**KSHITIJ P L**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Lakshmi

Dear Lakshmi M

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

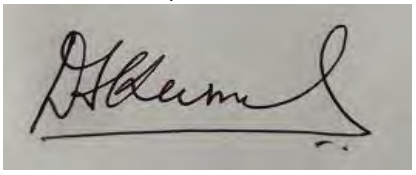
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Lakshmi
M Date:

Exhibit "A"				
Name	**Lakshmi M**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Lakshmip

Dear Lakshmipriya M

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

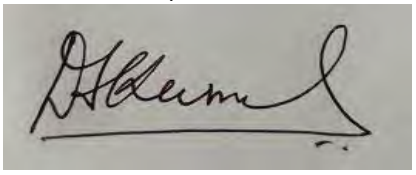
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
Lakshmipriya M
Date:

Exhibit "A"				
Name	**Lakshmipriya M**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Lance F

Dear Lance F Kristen

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

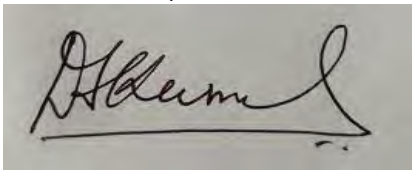
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Lance F
Kristen Date:

Exhibit "A"				
Name	**Lance F Kristen**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

LEE ROY

Dear LEE ROY DA SILVA

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

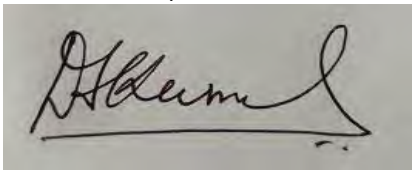
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: LEE ROY DA SILVA
Date:

Exhibit "A"				
Name	**LEE ROY DA SILVA**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Likith A

Dear Likith A

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

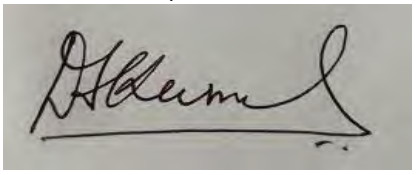
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Likith A
Date:

Exhibit "A"				
Name	**Likith A**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Lina Poni

Dear Lina Poni Emmanuel Matayo

We are pleased to offer you (hereinafter also referred to as, the "Employee") a position in StateStreet Corporate Services Mumbai Private Limited (the "Company"), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

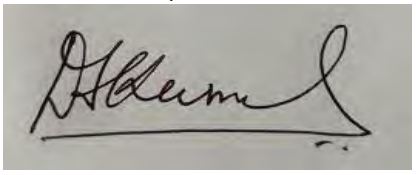
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Lina
Poni Emmanuel
Matayo Date:

Exhibit "A"				
Name	**Lina Poni Emmanuel Matayo**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

Lithin V

Dear Lithin V

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

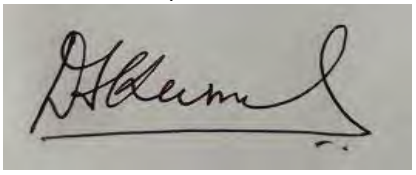
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: Lithin V
Date:

Exhibit "A"				
Name	**Lithin V**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

NITESH

NITESH KUMAR.M

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2023, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 320,000.00, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:

(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;
(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

STATE STREET.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

STATE STREET.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

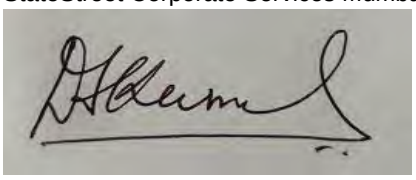
If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,

STATE STREET.

For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director
Head – Global Payroll and HR Operations
Date: July 01, 2023

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
NameDEEPTHI
Date:

Exhibit "A"

Name	**DEEPTHI P**	
Designation	**Associate 1**	
SALARY COMPONENTS	**Monthly**	**Annual**
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Provident Fund – Company Contribution	1,800	21,600
Gratuity – Company Contribution	420	5,040
GUARANTEED CASH (TOTAL COMPENSATION)	**27,000**	**325,000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

STATE STREET.

Benefits

- As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

- Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
- Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
- Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

PREM

Dear PREM KUMAR REDDY C

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

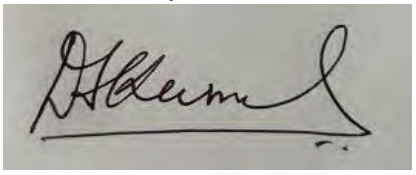
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: PREM KUMAR REDDY C Date:

Exhibit "A"				
Name	**PREM KUMAR REDDY C**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

R ANIKA

Dear R ANIKA

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

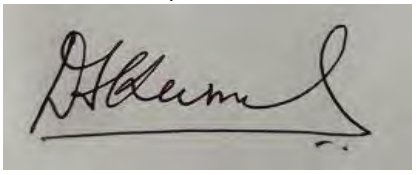
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: R ANIKA
Date:

Exhibit "A"				
Name	**R ANIKA**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

S NIKHIL

Dear S NIKHIL

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

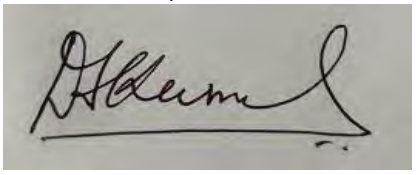
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: S
NIKHIL Date:

Exhibit "A"				
Name	**S NIKHIL**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

SHANKA

Dear SHANKARGOUDA

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

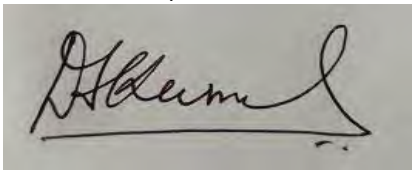
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
SHANKARGOU
DA Date:

Exhibit "A"				
Name	**SHANKARGOUDA**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.
• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.
• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

SRI

Dear SRI RAKSHA RAMESH

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

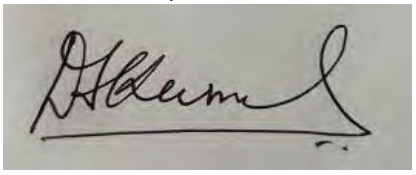
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name: SRI RAKSHA RAMESH Date:

Exhibit "A"				
Name	**SRI RAKSHA RAMESH**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

SURYA.V

Dear SURYA.V

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

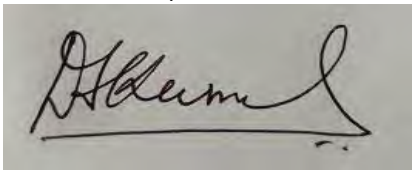
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment
By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
SURYA.V Date:

Exhibit "A"				
Name	**SURYA.V**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

July 01, 2021

PRIVATE AND CONFIDENTIAL

V.PREET

Dear V.PREETHI

We are pleased to offer you (hereinafter also referred to as, the “Employee”) a position in StateStreet Corporate Services Mumbai Private Limited (the “Company”), a company incorporated under the Companies Act, 1956, as amended and having its registered office at Bangalore, under the following terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of OTC Derivatives, Associate 1, reporting to Ajay Shastry, Assistant Vice President. The Company may also, from time to time, change your duties as required by the Company’s operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Bangalore. However you may be required to work at any other premises which the Company currently has or may later acquire in India. You may also be required to travel within India and abroad for the performance of your duties.

DATE OF COMMENCEMENT

Unless otherwise agreed, your commencement date under this Contract will be August 08, 2021, subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence work before doing so, your commencement will be deemed acceptance of all terms and conditions.

SECURITY/ BACKGROUND CHECK

This offer of employment (and your continuing employment if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the employment commencing, the Company may terminate this contract immediately (without notice) and the employment will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of employment, as a condition of continued employment.

REMUNERATION

Subject to the due compliance of the Employee's obligations stated herein you shall be entitled to a total gross salary of INR 325000, which will be paid monthly in equal instalments. The remuneration amount will be credited to your bank account on the last working day of each month. The details of your remuneration are included in Exhibit "A". The Company may provide an increase in the remuneration of the Employee at the sole discretion of the Company.

The Company shall be entitled at any time during your employment, and in any event on termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your employment and arising out of the fulfilment of your responsibilities and duties.

INCENTIVE COMPENSATION PLAN PARTICIPATION

State Street's approach to employee compensation is based on total compensation and pay-for-performance. Employees generally have the opportunity to earn some type of variable, discretionary incentive pay in addition to base compensation through State Street's incentive compensation or structured incentive plans. Incentive compensation may be delivered in the form of immediate or deferred awards. Receipt of incentive compensation is subject to the terms and conditions of the applicable plan and deferred award documents approved by the Board of Directors of State Street Corporation (the "Board") or its delegate as in effect from time to time, including any forfeiture and/or clawback provisions therein. Although State Street intends to continue to use incentive compensation and structured incentive plans to reward performance indefinitely, it may amend, modify or terminate its plans and programs at any time. State Street's incentive compensation program is subject to the applicable guidance and regulations of the Board of Governors of the Federal Reserve System (FRB) and of other United States and international regulators, which may require that certain risk-mitigating features be included in your incentive awards. Should your position will be deemed a "material risk taker" position for FRB purposes, your incentive awards will be subject to applicable clawback/forfeiture requirements.

You will be eligible to be considered for annual discretionary incentive compensation awards under the State Street incentive compensation plan applicable to your role (the "Plan"). Awards under the Plan are made at the sole discretion of the Board or its delegate and are based upon company performance, individual performance, risk factors and such other factors as determined by the Board or its delegate. State Street may adjust the proportion of cash and deferred compensation in each award, the type, form and structure of deferred compensation, as well as the threshold for deferred compensation eligibility at any time

Incentive compensation awards are typically made in the first quarter of each calendar year. You must be employed on the date an award is made in order to earn and receive it.

HOURS OF WORK

You will be required to work 45 hours per week, your hours of work will be communicated to you by your manager. The requirements of your employment do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional remuneration. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your employment with the Company.

You may be required to work either on day or night shifts. The shift pattern you will be required to work will be determined and communicated to you by your manager. Your hours of work and shift timing may be subject to variation depending on the schedule operated by your respective team or department, for which you will be notified from time to time.

PROBATION PERIOD

For the first three months of your employment, you will be on probation ("Probation Period"), following which the Company may, at its sole discretion, either extend the Probation Period for any period of time (Extended Probation Period) or confirm your employment with the Company.

Your employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless you, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receive a notice of termination of your employment with the Company.

Without limiting those reasons, in the interest of transparency we believe it is important to let you know that as a condition of you completing the probation period, some roles require that you satisfactorily pass any relevant induction and training assessments which the Company requires you to undertake within the probation period. Your manager will be able to confirm if this applies to you.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of the notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

If you successfully complete the Probation Period, your employment will continue to be governed by your Contract and the termination provisions listed will apply. For the avoidance of doubt, please also note that the Company may terminate your employment without notice during the Probation Period or Extended Probation Period, if any, in accordance with those provisions set out below (i.e. those relating to termination without notice).

TERMINATION WITH NOTICE

As a permanent employee, following the Probation Period, either you or the Company may terminate your employment at any time by giving to the other sixty (60) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in employment and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:
(a) not to attend the workplace;
(b) not to contact or have any communication with its clients or customers;

(c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
(d) not to perform the duties of your position or become involved in any aspect of the Company's business;
(e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
(f) to perform any duties from home;
(g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
(h) to cease your access to the Company's computer system and confidential or business sensitive information;
(i) to return any or all company property; or(j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your employment, either during or after your Probation Period, the Company may terminate your employment at any time without prior notice if in its opinion you;

(a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
(b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
(c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
(d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
(e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Employer;
(f) become bankrupt or make any arrangement or composition with your creditors; or
(g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as an employee;
(h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the employee or you suffer from a permanent disability while employed, the Company shall make due payments as required in connection with your provident fund and gratuity fund to you, your nominee(s) or, if no nomination has been made, to your legal heirs as the case may be.

LEAVE ENTITLEMENTS

You will be entitled to twenty seven (27) days earned leave for every year of service; Leave should be arranged through your department manager.

You will be entitled to take the public holidays as applicable in the state and city of Bangalore, Karnataka and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBLITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your employment with the Company. You are not permitted to engage in any other employment without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or

unpaid, which may conflict with your duties as an employee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your employment, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting employment with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your employment you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your employment contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting employment with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. As an ongoing condition of your employment, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your employment with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your employment as confidential both whilst you remain an employee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

(a) in the course of your employment with the Company; or
(b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your employment or for a period of 6 months following the termination of your employment for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

(a) entice away from the Company or any related bodies corporate, any officer, employee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your employment.

DEALINGS WITH MEDIA

During your employment, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

(a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or

(b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your employment.

You agree that if you are required to collect, store, use or disclose personal information during the course of your employment, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your employment with the Company is at all times conditional upon:

(a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;

(b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and employment checks which the Company may require.

STATE STREET.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

(a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and

(b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this employment agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the employment, and it supersedes any prior agreement, or understanding connected with the employment.

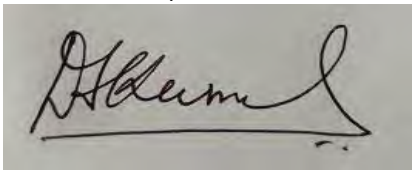
You specifically agree that in entering this agreement (or by commencing employment) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director

STATE STREET.

Head – Global Payroll and HR Operations
Date: July 01, 2021

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature
Name:
V.PREETHI
Date:

Exhibit "A"				
Name	**V.PREETHI**			
Designation	**Associate 1**			
SALARY COMPONENTS	**Monthly**		**Annual**	
Basic		8,750		105,000
Home Rental Allowance		4,375	52,500	
Leave Travel Allowance		1,458		17,500
Statutory Bonus		1,750		21,000
Special Allowance		6,447		77,360
Provident Fund – Company Contribution		1,800		21,600
Gratuity – Company Contribution	420		5,040	
GUARANTEED CASH (TOTAL COMPENSATION)		**27,000**		**325000**

• Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

Benefits

• As a part of the benefits scheme, you will be eligible for Sodexo card of Rs.1,500 per month

• Coverage under Group Personal Accident policy of up to 3 times of annual gross salary. This coverage is applicable only for the Employee.

• Coverage under Group Term Life Policy of up to 5 times of annual gross salary. This coverage is applicable only for the Employee.

• Medical Insurance Coverage of Rs.500,000.00 per annum, which includes family. Family defined as self, spouse, two children and parents (sub limits for parents apply)

TeamLease™
Putting India to Work

STEFFI SUZEN I

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2021 and expire on 14 Jul 2022 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2021. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement. ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.

   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.

   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).

   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representativ es etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.

   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.

   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you. viii. Comply with leave policy as intimated through the associate handbook ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).

   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time,

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name:

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease Services Limited., CIN No. L74140K A2000PLC118395
Ascent Buildin g , # 77,Kora ma n g ala Industrial Layout, Jyothi Nivas College Road, Korama n ga la , Bangalore -5 60 0 9 5.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.tea mle ase .com

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

STEVE GEORGE J
Chennai

Dear STEVE GEORGE J

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SUFIYA TAHSEEN**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

digit
BACKED BY FAIRFAX

OFFER LETTER

Dear SUHAS D S,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 400000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:
(a) The accuracy of the testimonials and information provided by you; and,
(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**400000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear Suhas K,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

SUHEL KHAN Y A
Chennai

Dear SUHEL KHAN Y A

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SULAIMAN SHARIFF
Chennai

Dear SULAIMAN SHARIFF

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SUMANTH R
Chennai

Dear SUMANTH R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

OFFER LETTER

Dear SUMEET KULKARNI,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 400000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**400000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear SUNDAR REDDY B,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

SUNIL KUMAWATH S
Chennai

Dear SUNIL KUMAWATH S

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Dear **SUPRITH G GOWDA,**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GAJULA RAM KUMAR	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

SURAJ KUMAR .P
Chennai

Dear SURAJ KUMAR .P

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SURYA STEPHEN S.
Chennai

Dear SURYA STEPHEN S.

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Dear **SUSHIL KUMAR M,**

On behalf of Mu Sigma., it is our pleasure to confirm your selection for employment as **"Software Engineer- Trainee"**, in our **India** operations. We are very excited to extend this offer, and the opportunity it represents, with great confidence in your abilities.

We will be pleased to offer you on the following terms & conditions:

Designation : **Software Engineer – Trainee**

Total Cost to Company: **Rs. 500000/- per annum**

Compensation: **As Detailed in Annexure I**

The company will make deductions as may be necessary as per Statutory compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore** However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time. You are required to work from office on all 5 working days (Mon to Fri) for a period of 6 months from your date of joining , post which the schedule will be decided by the organization based on the requirements.

This letter will be followed by a background verification email and you will be required to share relevant documents as requested. Upon successful initiation of background verification, we will mail you a detailed offer letter before join us in July/August (Based Final Exams). It will include your date of joining, initial posting location and complete employment terms & conditions. Kindly consider this letter as an indicative offer, to begin with the on-boarding process.

Sincerely,
Mu Sigma

Annexure I

NAME:	GAJULA RAM KUMAR	**GRADE**	**P2**
TITLE:	**Software Engineer Trainee**		

COMPONENTS - A	**Limits**	**Per Month**	**Per Annum**
Basic		21,667	2,60,000
HRA		10,833	1,30,000
Executive Allowance		14,508	1,74,097
LTA - Maximum One Month Basic	21,667	1,806	21,667
Children Education Allowance	2,400	200	2,400
Lunch Coupon	18,000	1,500	18,000
Residential Telephone Reimbursement	-	-	-
PF (Employer's Contribution)		2,600	31,200
Gratuity		1,053	12,636
Fixed Compensation		**54,167**	**3,50,000**
Insurance		2,667	32,000
STI			**60,600**
Total Compensation			**500000**

Note:

FBP Component can be Zero or Maximum provided in the each row of FBP section.
FBP Component can be changed three times a year before December of each year as per finance guidelines

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SUVAM JAISWAL**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

TeamLease™
Putting India to Work

SWATHI C N

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2021 and expire on 14 Jul 2022 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2021. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement. ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.

   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.

   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).

   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representativ es etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.

   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.

   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you. viii. Comply with leave policy as intimated through the associate handbook ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).

   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time,

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name:

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease Services Limited., CIN No. L74140K A2000PLC118395
Ascent Buildin g , # 77,Kora ma n g ala Industrial Layout, Jyothi Nivas College Road, Korama n ga la , Bangalore -5 60 0 9 5.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.tea mle ase .com

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

OFFER LETTER

Dear Swetha Desiraju,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

SYED ADNAN BAQUARI
Chennai

Dear SYED ADNAN BAQUARI

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

TeamLease™
Putting India to Work

SYED FAROOKH AHMED

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2021 and expire on 14 Jul 2022 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2021. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement. ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.

   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.

   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).

   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representativ es etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.

   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.

   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you. viii. Comply with leave policy as intimated through the associate handbook ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).

   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time,

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name:

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

TeamLease Services Limited., CIN No. L74140K A2000PLC118395
Ascent Buildin g , # 77,Kora ma n g ala Industrial Layout, Jyothi Nivas College Road, Korama n ga la , Bangalore -5 60 0 9 5.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.tea mle ase .com

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly pro hibited and may be unlawful.

OFFER LETTER

Dear SYED HANI MUZAMMIL,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **SYED KHALID AHMED**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483008/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

SYED MUSEEBULLAH
Chennai

Dear SYED MUSEEBULLAH

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SYED NIZAMMUDDIN
Chennai

Dear SYED NIZAMMUDDIN

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SYED SHAHHID AFRIDI
Chennai

Dear SYED SHAHHID AFRIDI

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SYED SULTAN
Chennai

Dear SYED SULTAN

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

SYEDA RABIYA
Chennai

Dear SYEDA RABIYA

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Offer: Computer Consultancy
Ref: TCS/DT20218279510/Bangalore
Date: 11/9/2021

Dear Symeet Kulkarni S Kulkarni,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

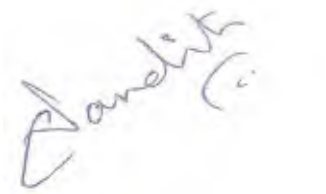
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Symeet Kulkarni S Kulkarni**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **T JOHN ROHITH**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear T Lalneihzuala,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

TAMIR AHMED
Chennai

Dear TAMIR AHMED

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Das Tannishtha,

15-Jan-2021

Letter of Appointment

We are pleased to inform you that you have been appointed as **Executive - Client Acquisition** effective from **11-01-2021**.

Your employment with Byjus Intermesh Limited ("Company") will be governed by Company's policies,as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all the Company's current policies.

1. Compensation

1.1 The compensation shall be **INR 7,00,000.** which includes agreed monetary values of perquisites. The details and break-up of salary in terms of compensation and benefits will be as per**Annexure A** to this letter. Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations.

1.2 You are required to provide a statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

2. Background Check

2.1 You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks.

2.2 If, at any time, the Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents, or certificates provided as proof of your qualifications and experience, or if you fail to cooperate with the Company and/or its agents in conducting such verification and/or background and/or reference checks, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

3. Leave Policy

3.1 You will be entitled to Festivals & National Holidays and leaves as per the policy of the company. For the purposes of leave, the Calendar year is followed. Detailed leaves are visible on the Company's Intranet.

3.2 All leaves should be applied in advance and should be approved by the manager. The company reserves the right to grant the leave applied, depending on the exigency of work.

3.3 Maternity leaves will be applicable as per Annexure B.

4. Salary and Benefits

4.1 Your compensation will be reviewed on an annual basis via annual appraisals unless otherwise decided as per the policy of the company and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period.

4.2 Unless otherwise provided by Company, your salary shall be paid in monthly / weekly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible, or elected deductions or set-offs applicable to your employment.

4.3 In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary, and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

4.4 You will strictly maintain confidentiality of your salary details during your employment or thereafter. Any salary information sharing will be considered as violation of the company's values.

4.5 The quarterly PLI will be paid only to employees where the score is finalized for the quarter completed.

5. Statutory and other benefits

5.1 Company will provide you coverage under Accidental life insurance policy from day one. At the start of the first full calendar month after the expiration of thirty (30) days from your effective start date, you will be enrolled in Mediclaim policy.

5.2 Under applicable laws, you may be able to participate in schemes sponsored by the Government of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and in its sole discretion, deduct from your salary, upon notice to you, a portion of any contributions payable by you under the schemes.

6. Duties

6.1 The roles, responsibilities, and duties appropriate to your employment will be specified by theCompany from time to time. Company may at any time, in its sole discretion, upon notice to you,alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and/or its Subsidiaries.

6.2 This job requires you to work from the office on all working days as per your working location.

7. Ownership of work

7.1 The ownership of any rights arising out of or in relation to the employment during the said period of employment in any work shall be vested in the company. In case, any document is required to be executed for conferring such rights in favor of the company shall be executed by you as and when required.

8. Hours of Work

8.1 A working week shall comprise a maximum of 48 hours of working in a week.

9. Placement of Employment

9.1 You acknowledge and agree that you may be assigned, transferred, or deputed to other branches/departments or units of the Company and/or its affiliates holding or subsidiary companies either in existence or may come into existence whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer.

10. Termination and Notice Period

10.1 Your employment shall terminate immediately:

(a) When you reach the age of 58 years or earlier if not medically or mentally fit.

(b) Upon Company giving you fifteen-(15) days' notice of termination for any reason, with or without cause; Company may, in its sole discretion terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or

(c) Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within fifteen-(15) days of notice of such breach or within such period as notified to you as per policy of the company from time to time.

10.2 You may also have a right to terminate your employment with the Company by giving fifteen-(15) days' notice of termination. The Company may, in its sole discretion, accept the termination of employment by you with immediate effect or with such a lesser period with the payment of basic salary in lieu of the notice period/balance period of notice or otherwise; and/or

10.3 Company may terminate your employment immediately, with or without notice, on the occurrence of:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration inconnection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors, and clients;

(b) Engaging in misconduct (willful, intentional, or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged, or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Companyand/or its affiliates and their employees, contractors, and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors, and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Involvement in any act of moral turpitude.

11. Consequences of termination

11.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return immediately to the Company:

(a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

11.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

11.3 Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

12. Mode of Communication

12.1 Official E-mail ID shall be allocated to you after joining. Any information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. by the Company shall be received/sent to you through this e-mail ID. You represent and warrant to use this E-mail ID only for the purpose of this employment.

12.2 Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e-mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

13. Dispute Resolution

13.1 In case of any dispute or difference in respect of interpretation of the terms & conditions of this agreement, both the parties shall resolve the same amicably through discussions by the duly appointed representatives. However, any dispute having not resolved shall be referred to the sole arbitration by a person duly nominated by the company as an arbitrator, whose decision shall befinal and binding on both the parties. The arbitration shall be at Delhi and proceedings shall be in English.

14. Confidentiality

14.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know- how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14.2 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors, and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors, and/or clients with respect to such Confidential Information.

14.3 During the term of your employment and thereafter, you shall:

(a) Hold the Confidential Information in the strictest confidence.

(b) Not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.

(c) Not disclose or divulge the Confidential Information to or for the benefit of any third person or entity without the prior authorization of the Company.

(d) Give prompt notice to the company of any actual or attempted unauthorized use or disclosure of confidential information.

(e) Ensure the compliance of SEBI (Prevention of Insider Trading) Regulations, 2015, and the Code of Conduct made in terms thereof.

(f) Return the Confidential Information, including any copies or reproductions, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event, where you take up or attempt to take up employment with or act or attempt to act as a consultant or contractor to any person who may be a competitor of Company or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

15. Intellectual Property

15.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whetheralone or in conjunction with others and whether during normal working hours or not, including, butnot limited to, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

15.2 All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds therefrom, even ifafter expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to Company or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

15.3 You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

15.4 You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you.

16. Data Privacy Policy

16.1 Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you,or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for the relevant and limited purposes in accordance with the policy of the Company.

16.2 Company may collect your PAN, Aadhaar/Voter ID/ Driver's License, Bank Details for undertaking your KYC verification for security and tax compliance reasons. We will also be collecting your

passport photograph for our organizational security reasons.Collecting certificates of your educational qualifications will allow us to verify your declared credentials. In collecting emergency contact details from you, we endeavor to ensure that in the event of an emergency we are able to communicate with such relevant people in an efficient and time-sensitive manner.

17. Full time employment, Non-Compete and Non-Solicitation

17.1 During the term of your employment or these Terms of Employment, you will not, directly orindirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business including but not limited to the activityor business which could result in direct or indirect competition with the business of the Company.

17.2 You must not directly or indirectly either during employment or for a period of 12 months thereafter, solicit, or try to entice away from the Company any person, employee, business leads or clients associated with the Company that you may have come across during your employment with the Company.

18. Warranties

18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

18.3 You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with otherwise as applicable to the services provided by you hereunder.

18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully and rightfully perform the services as required hereunder.

19. Indemnification

19.1 You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

20. General

20.1 These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Company mayassign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Company to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

20.2 These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

ACKNOWLEDGEMENT

Madhup Agrawal
National Head - HR
(Bjyus)

I, hereby acknowledge that I am signing this Appointment Letter digitally, and I have thoroughly read, understood, and agreed to all the clauses, terms, and conditions outlined in this letter. My digital signature signifies my acceptance of the terms and conditions stated herein.

I hereby accept the above appointment on the terms and conditions stated herein above

Annexure A

Compensation Break-up

Employee Code		
Name		
Designation		
	Break-up of compensation	
Components	Monthly CTC (Amount "INR")	Annual CTC (Amount "INR")
BASIC	21001	252012
HRA	8594	103128
PROVIDENT FUND	1800	21600
DEDUCTION	**3600**	**43200**
TOTAL PROVIDENT FUND	3600	43200
TOTAL	**31395**	**700000**
CITY COMPENSATORY ALLOWANCE	3000	36000

Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **TARUN GAUTHAM**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483009/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

digit
BACKED BY FAIRFAX

OFFER LETTER

Dear TEJA B V,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 400000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:
(a) The accuracy of the testimonials and information provided by you; and,
(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**400000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

TEJESH M
Chennai

Dear TEJESH M

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Dear Tejeswini R Kolekar

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

OFFER LETTER

Dear THANUSHA L,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

THANUSHA R
Chennai

Dear THANUSHA R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

OFFER LETTER

Dear THARIKA B,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- Tharunyaa A A

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 3,36,000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

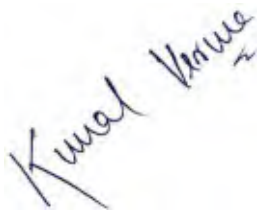
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

Thilak Y

Dear **Thilak Y**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

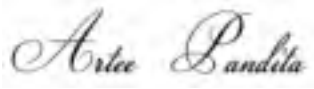
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

THILOK CHAND .D

Dear **THILOK CHAND .D**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

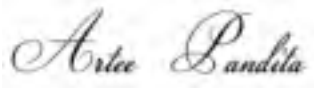
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

THOMAS REGINS PULIKKOTIL
Chennai

Dear THOMAS REGINS PULIKKOTIL

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

Harshitha R

Dear Harshitha R

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole. **Associate Master Data**

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

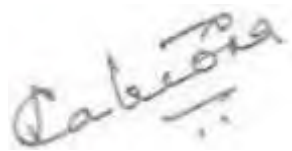
a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited



Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: Harshitha R

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

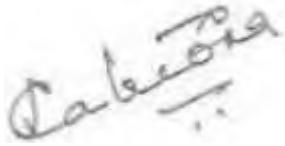
Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness



Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: Harshitha R
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

K Ashish

Dear K Ashish

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole. **Associate Master Data**

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

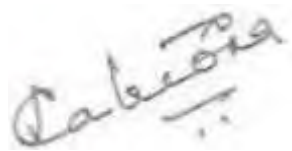
a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited



Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: K Ashish

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness

Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: K Ashish
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

Prafful Dixit

Dear Prafful Dixit

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole.

Associate Master Data

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

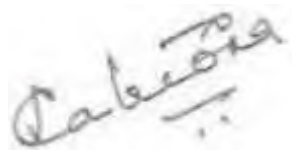
a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited



Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: Prafful Dixit

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

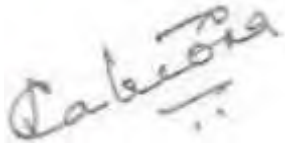
Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness



Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: Prafful Dixit
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

Anixon Saji
Dear Anixon Saji

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole.
Associate Master Data
Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

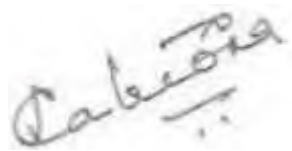
a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited



Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: Anixon Saji

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness

Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: Anixon Saji
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

Niranth Ramesh

Dear Niranth Ramesh

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole.

Associate Master Data

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited

Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: Niranth Ramesh

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness

Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: Niranth Ramesh
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

Ritvik Manikani
Dear Ritvik Manikani

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole.
Associate Master Data
Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

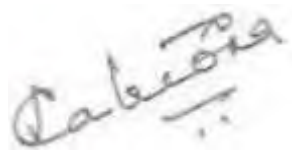
a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited



Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: Ritvik Manikani

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

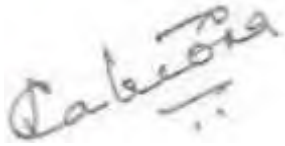
Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness



Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: Ritvik Manikani
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

Sai Charan S V
Dear Sai Charan S V

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole. **Associate Master Data**
Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited

Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: Sai Charan S V

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness

Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: Sai Charan S V
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

Tarun Nandakumar

Dear Tarun Nandakumar

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole. **Associate Master Data**
Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

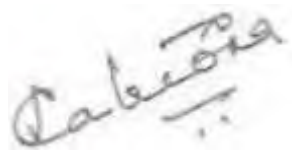
a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited



Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: Tarun Nandakumar

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

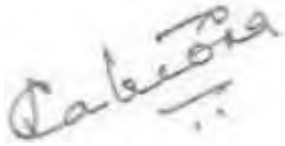
Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness



Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: Tarun Nandakumar
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

PRIVATE

February 23, 2020

V Abhiram
Dear V Abhiram

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for therole. **Associate Master Data**
Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entitywhose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date:

Your employment with the Company commences on March 7, 2020

2. Initial position, work description, Title Use and Work Base:

a. Your work base at commencement of your employment will be Bangalore. Your reporting line, objectives, hoursof work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time totime be revised by a written notice to you.

b. The Company reserves the right to redesignate or revise your Position or work description at any time by a written notice to you.

c. The Company may at any time transfer, second, depute or assign your services to any establishment or operationof the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity willbe deemed to control another entity if it has the power to direct or cause the direction of the management orpolicies of such entity, whether through the ownership of voting securities, by contract, or otherwise.

d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes forbenefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefitsin relation to your employment.

3. Remuneration:

a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company.

Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remunerationincludes any amounts or components that law or regulation requires the Company to pay you as an employee(Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual componentsof your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

c. The Company may at its sole discretion from time to time review your remuneration, normally once annually.Where the Company agrees to revise your remuneration, you will be notified of it in
d. writing. Until the Companynotifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. Probation:

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Periodwill be deemed to have been extended until the Company advises you in writing of confirmation in your appointmentor notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment ofproportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits:

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailedin the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time.

6. Leave:

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment"

7. Information Provided by You, Reference Checks, Background Check:

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, information specifically provided under clause 7(b), etc.)or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. You have confirmed to the Company that you neither have any freelance, advisory, partner or any similar engagement contract with any third party nor have a business set-up that may give rise to a conflict with your employment or amounts to being in competition with Company's business, except your financial investment in a partnership firm (as a dormant partner)

involved in real estate activities without your involvement in running the partnership firm. You shall promptly inform the Company if any such work or business is conflicting with your employment or competes with the Company's business. If, in the reasonable opinion of the Company, such work or business you undertake gives rise to a conflictor is in competition to the Company's business, the Company may terminate your employment without furthernotice.

c. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of suchchecks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

d. The commencement or continuation of your employment with the Company is contingent upon a backgroundcheck and check of references satisfactory to the Company. Further, the Company shall have the right, and youhereby consent to such monitoring of your performance and your activities during the period of employment withthe Company as the Company deems fit.

e. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

8. Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standardsof ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as tothe standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you asto how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy ofthe acknowledgement form at the end of the Code and return it to your local Human Resources department.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying to you:

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it willbe necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees.

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are madeto the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereoffrom time to time.

10. Confidentiality:

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment.Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performanceof your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights:

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights inthe works created by you in accordance with the form attached to this letter as Annexure IV.

Annexure IV

12. Termination:

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least 60 days (Notice Period) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company toyou (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment and the Code of Business Conduct and Ethics.

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violationsof any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materiallyfalse or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 7or otherwise receives information or becomes aware of information concerning you which the Company, actingreasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educationalqualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least 60 days (Notice Period Days).

c. Company reserves all rights to recover the shortfall of Notice period in the event of early relieving as per therequest of the employee.

d. In the event of a notice for termination or notice of resignation being served in accordance with this Letter,notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at itssole option and discretion, to place you on garden leave from the date of the notice of termination or resignationuntil the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

You may not be engaged or employed by or take up any office or partnership in any other company, firm or business,or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies:

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key currentPolicies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies.

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may fromtime to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agreethat the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies.You agree to be bound by all such changes.

14. Notice Pay Reimbursement (If applicable):

a. Where the Company reimburses to you any amount that you have to (or have had to) pay to your previousemployer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that: a. You are responsible to properly account for and pay any applicable statutorytaxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged topay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. Non-Solicitation:

a. You undertake that a period of six (6) months from the date of termination of service or expiry of services withthe Company, you will not, whether directly or indirectly in any manner whatsoever, endeavour to solicit or enticeaway any person who is engaged with the Company, whether as an employee, consultant, adviser or in any other capacity. You also agree that in the event of your separation from the Company for whatever reason, for a period ofone (1) year from the date of termination of services or expiry of services with the Company (except with the written approval of the Company), you will not solicit business in competition with the Company.

You will not divulge information of the Company to any third party/client of the Company neither will you in competition offer or supply products or services, which competes directly with those products or services offeredby the Company or its group companies.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

b. For a period of one (1) year from date of termination of services or expiry of services with the Company (exceptwith the written approval of the Company) you will not be employed with or provide consultancy services directly or indirectly to a customer of the Company or to any of its group companies.

17. General:

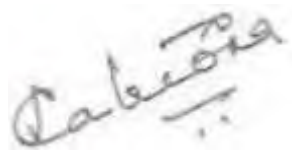
a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of youremployment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the placewhere your manager is based with a copy to Human Resource team supporting your function. You agree that wherewe need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of thelast known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

We are excited about the many ways you will have opportunities to contribute to the success of the Company andlook forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch withthe Talent Acquisition team member with whom you have been connected with.

Yours faithfully,
Thomson Reuters International Services Private Limited



Catriona Mackness
Director Regional HR, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and furtheragree that (a) it contains the terms of my employment with the Company including those set out in Annexure I tothis letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Signature:

Name: V Abhiram

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Particular/Component: (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	193,000
Flexible pay (per annum)	1 10,400
Provident Fund (per annum)	21,600
Base Pay (Total Fixed Pay)	325000

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shallbe eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the maximum limit of Gratuity to be exempted from tax iswith accordance to the law.(b) if the PGA changes such that any of the eligibility, limit or method of calculationof payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the termsof payment of gratuity in accordance with its then applicable policies.

Additional Benefits

Shift Allowance: Shift Allowance:	Where applicable and the allowance is variable based on shifttimings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC): Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 100, 000 for C-section and INR 75, 000 for Normal cases is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employee's Group Personal accident insurance Policy (GPA)):	Sum Insured: 4 times of TFP (Total Fixed Pay)
Employees Depository Linked Insurance (EDLI):	Flat Sum Insured: INR. 702,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which thisis a part.

Please refer the Flexi pay document to understand the terms & conditions

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness

Director Regional HR, India

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).3
- Passport Size Photographs in White background.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS

I , hereby confirm that I acknowledge having received a copy of and agree to the contents of thefollowing memorandum:

- Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at https://thehub.thomsonreuters.com, and I further understand that itis my responsibility to check for any modifications or amendments to the memorandum mentioned above from timeto time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with themas are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: V Abhiram
Title: Associate Master Data
Date: 23 February 2020

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

Annexure W

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Reuters

Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I: i. Will promptly make full and complete disclosure aboutthe Intellectual Property to the Company; and ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere inthe world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including withoutlimitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due orwill accrue to me in consideration of the rights granted by me under this Undertaking.

4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive anysuch rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

DocuSign Envelope ID: 664C02BC-73AB-40A0-A3CA-819FBF8B364B

THOMSON REUTERS

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

Acknowledged and agreed

Signature

Name ABHISHEK K P

OFFER LETTER

Dear TONY THOMAS JOSEPH,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER

Dear ULLAS M,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Usman Wajeed N

Dear **Usman Wajeed N**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

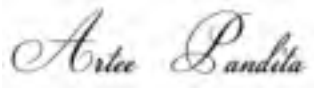
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

Offer: Computer Consultancy
Ref: TCS/DT20218279507/Bangalore
Date: 11/9/2021

Dear V Manjunath,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹413000/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

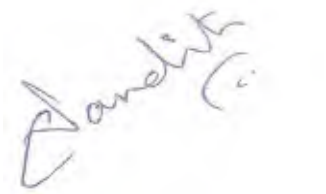
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**V Manjunath**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	413000
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **V NIRAJ ADITYA**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483010/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

VAISHALI S
Chennai

Dear VAISHALI S

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

VAISHNAVI R
Chennai

Dear VAISHNAVI R

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

VANDANA M
Chennai

Dear VANDANA M

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

TeamLease™
Putting India to Work

VARSHITHA N

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

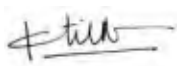
This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

OFFER LETTER

Dear Vasinik Akshitha Nishikant,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **VEERA VENKATA RAMAKRISHNA**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

VENKATESH S
Chennai

Dear VENKATESH S

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Dear Vibhasree Gowda

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 350000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Dear Vidhya Shree

We are pleased to offer you the position of **Trainee Engineer** at LG Soft Company. We were impressed with your qualifications and enthusiasm, and we believe you will be a valuable addition to our team.

Position Details:

- **Position**: Trainee Engineer
- **Department**: Software
- **Location**: Bangalore

Compensation and Benefits:

- **Base Salary**: 380000 per year, payable on a [Monthly/Bi-weekly] basis.
- **Bonus**: Eligibility for performance-based bonuses.
- **Health Insurance**: Comprehensive medical, dental, and vision coverage.
- **Retirement Plans**: Participation in our 401(k) plan with company match.
- **Professional Development**: Opportunities for training, certification, and career growth.

Role and Responsibilities:

As a Trainee Engineer, your responsibilities will include:

- Assisting with the development and implementation of engineering projects.
- Participating in design, analysis, and testing processes under the guidance of senior engineers.
- Learning and applying engineering principles and methodologies.
- Contributing to team meetings and collaborating on project tasks.
- Completing training and development programs to build technical skills and knowledge.

Conditions of Employment:

- Your employment is contingent upon successful completion of background checks and verification of your educational qualifications.
- You will be required to sign an employment agreement and adhere to LG Soft Company's policies and procedures.

Acceptance:

To accept this offer, please sign and return a copy of this letter by [Acceptance Deadline Date]. If you have any questions or need further clarification, feel free to contact me directly at [Your Phone Number] or [Your Email Address].

We are excited about the opportunity to have you join LG Soft Company and contribute to our innovative projects. We look forward to your affirmative response.

Sincerely,

Stephy
LG Soft Company

Acceptance of Offer

I, [Candidate's Name], accept the position of Trainee Engineer at LG Soft Company under the terms outlined in this offer letter.

Signature: _____
Date: _____

Vidyut Gupta

Dear **Vidyut Gupta**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

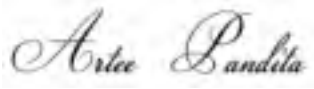
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

VIGNESH ADITHYA T P
Chennai

Dear VIGNESH ADITHYA T P

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

VIGNESH S
Chennai

Dear VIGNESH S

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

Vijay Krishna O H

Dear **Vijay Krishna O H**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

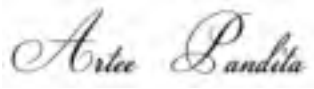
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____
Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

OFFER LETTER

Dear VIKAS M,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Vikram K P,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

Offer: Computer Consultancy
Ref: TCS/DT20218279525/Bangalore
Date: 11/9/2021

Dear Vikram V,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

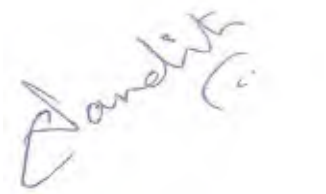
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Vikram V**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCS/DT20218279530/Bangalore
Date: 11/9/2021

Dear VIKRAM V,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹336877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

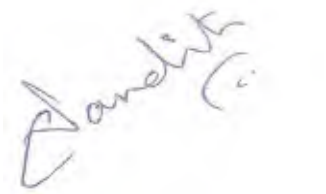
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**VIKRAM V**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	336877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

VINAY REDDY V
Chennai

Dear VINAY REDDY V

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

digit
BACKED BY FAIRFAX

OFFER LETTER

Dear VINAYAK SURESH NIDAGUNDI,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 400000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**400000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **VINEET KUMAR NANDA**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483011/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

VINITH RAJ J M
Chennai

Dear VINITH RAJ J M

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

OFFER LETTER

Dear VINOD SHIRVI,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

EMPLOYMENT CONTRACT

between

Hemmersbach India Private Limited,
M/s. Whitefield Area Commerce and Industries Association (WACIA),
No.40-J, WACIA Road, Mahadevapura post, Bangalore - 560048 a
Company incorporated under the Companies Act, 2013
- hereinafter referred to as the "Company" -

and

- VINOD SHRIVI

- hereinafter referred to as the "Employee"[1] -

Each of the aforesaid shall hereinafter be referred to individually as a "Party" and collectively as "Parties".

The following employment contract is concluded:

1 COMMENCEMENT OF THE EMPLOYMENT CONTRACT

The employment contract shall commence accordingly.

2 PROBATIONARY PERIOD

2.1 A probationary period of six (6) months is agreed and shall end on 03.04.2021. An extension of the probationary period may be determined by the Company in its sole and absolute discretion.

2.2 The employment contract may be terminated by either party at any time during the probationary period giving a written notice period of one (1) month to the other party or paying the equivalent of one (1) month's Basic Salary in lieu of such notice.

3 TYPE AND SCOPE OF THE ROLE

3.1 CHANDU Lis employed as a Service Desk Manager.

3.2 The Employee shall work exclusively for the Company and shall perform such duties, functions and responsibilities as are customarily associated with such position and as directed by the Company. The Employee will perform his duties with due care, skill and highest professional standards to the satisfaction of the Company's management. The duties and responsibilities of the Employee are as set out in the job description as attached in ANNEXURE A.

3.3 The nature of the Company's business requires that the Employee is flexible in his approach to work in order to service its best interests. Accordingly, the Employee agrees that the Company may at any

time vary the position, scope of duties, and responsibilities of the Employee. The Employee may be required to undertake

[1] References to the masculine form always refer to both male and female employees. For the purposes of simplification the masculine form is used.

different duties or reporting line be changed in order to take into account the changing needs of the Company's business and Employee's role within it.

3.4 The Employee is employed to work at the Bangalore site. It is possible that the Employee may be relocated to a different site due to a project at any time for operational reasons. No expenses will be payable to the Employee for relocation/travel etc. for the purposes of joining.

3.5 Clauses 3.3 and 3.4 shall not affect the remuneration provisions.

3.6 The Employee shall serve the Company faithfully, conscientiously and to the best of his ability and shall promote the interests and reputation of the Company. The Employee will abide by the time schedule and holiday schedule of the Company and will show due commitment and diligence in his work.

3.7 The Employee shall place all of his work capacity at the Company's disposal. The Company shall be informed in writing of any secondary employment. Secondary employment which affects the work assignments of the Employee and the legitimate commercial interests of the Company may only be exercised after consent has been given. During the term of this employment contract the Employee may not conclude any business transactions on his own behalf or on account of a third party.

3.8 Unless prevented by sickness or disability, the Employee shall devote all of his time, attention, knowledge, energy and skills during normal working hours and at such other times as the Employee's duties and responsibilities may require. The working hours are however to be placed in accordance with Company, client and project requirements. The Employee understands that as the Company works with strong global interactions, there will be a need for meetings, conference calls at different timings and days including holidays.

3.9 The Employee is obligated to participate in the improvement and reduction in price of work procedures and distribution procedures.

4 WORKING HOURS

4.1 The Employee will place his entire effort, knowledge, and skill in the service of the Company. She shall work a minimum of 40 (forty) hours on five days per week. She is obliged, however, to be available for the Company at any time, as far as the concerns of the Company require, and to attend to its interests without any entitlement to overtime pay or other compensation.

4.2 [The Employee is obligated to be available to be on-call or on-standby. The frequency and scope of being oncall / on-standby shall be determined by the department.]

4.3 Daily starting and finishing times and breaks shall comply with the respective company operational arrangements. The Company is entitled to make changes to this.

5 REMUNERATION

5.1 The Employee shall receive an annual salary in the amount of INR 800000.00 gross. The remuneration is to be paid in Indian Rupees in twelve (12) equal parts.

5.2 Payment shall be made on the last day of the month by bank transfer to a bank account of the Employee, details of which shall be given within one (1) week of the conclusion of the contract.

5.3 The remunerations paid to the Employee shall be subject to usual statutory and other deductions, including tax and any other contributions normally required to be withheld by an Employer under applicable laws in India.

5.4 The Employee shall be solely responsible for paying any taxes direct or indirect, State or local and other obligations and the filing of any required returns or other information relating hereto.

5.5 The Employee is obligated to keep the amount of his payments confidential.

6 ACCEPTING THIRD-PARTY BENEFITS

The Company is committed to ensuring all business relationships with suppliers and clients are legal and based on professional integrity. The Employee shall strictly adhere to Company's business conduct and Integrity policy and refrain from accepting gifts from Vendors / Suppliers / Customers / Other agencies at all times. The Employee is obligated to immediately inform the Company of any such attempts made towards him.

7 OVERTIME/OVERTIME PAY

The Employee is permitted trust-based working hours. In return any overtime worked is compensated in full by salary without any additional entitlement to overtime pay or other compensation.

8 INABILITY TO ATTENT TO WORK

8.1 Any inability to carry out duties shall be reported to the Country Manager or direct supervisor immediately, as well as the duration and the reason. This must be done between 8:00 a.m. at the earliest and 9:00 a.m. at the latest (sick report).

8.2 On the last day of absence from work the Country Manager or direct supervisor shall be informed about when the employee will resume his/her work by phone. This must be done by 4:00 p.m. at the latest (recovery report).

8.3 If the Employee is ill for longer than two (2) days, a doctor's note regarding his inability to attend work and the expected duration shall be provided not later than on the third (3) day after the commencement of the inability to work. A new doctor's note shall be submitted on the next working day after the expiry of the expected duration of the inability to attend work as stated in the doctor's note.

8.4 If the Employee repeatedly and, despite warnings, fails to inform the Company of his illness and / or fails to present the Company with a doctor's note, the Company is entitled to terminate the employment contract without adhering to a notice period.

9 CONTINUED REMUNERATION WHEN UNABLE TO ATTEND WORK

9.1 If the Employee is not able to attend work due to illness, he shall be entitled to a maximum of twelve (12) days per annum of paid sick leave.

9.2 Accrued sick leave can't be carried over to the next calendar year.

9.3 Paid sick leave may not be used to extend a holiday or vacation and once an employee has given notice to quit. Sick leave will not be paid out upon the termination.

9.4 If the Employee has the right to claim damages from a third party regarding loss of earnings which he is entitled to because he is unable to attend work, he hereby assigns this right to the Company if his salary continues to be paid while he is unable to attend work.

9.5 In accordance with the agreed regulations above, the Employee shall, in particular, immediately provide the Company with all information necessary to enforce their claim for damages.

9.6 The Employee is further advised that the Company is entitled to refuse to continue to pay his remuneration if the Employee has not satisfied his obligations arising from section 8 and 9 of this contract.

9.7 The Employee shall not be entitled to payment in lieu of not availed sick leave at any time.

10 ANNUAL LEAVE

10.1 The Employee shall receive 18 (eighteen) working days of annual/privileged leave with full pay per calendar year. If the employment contract is not in force for a whole year, the Employee shall receive 1/12 of his annual leave entitlement for each completed calendar month.

10.2 The Company must approve when annual leave is taken. The Employee must request annual leave in good time. Annual leave must be discussed with the Head of Department and must abide by the valid arrangements regarding absence cover in the respective area. Disrupting normal business operations is to be avoided at all costs.

10.3 Annual leave must be taken in the current leave year. The leave year begins on January 01st and ends on December 31st. Carrying annual leave over to the next calendar year is only permitted with the consent of the Company. In the event annual leave is carried over, it must be taken by March 31st of the following year at the latest.

Exceptions to this require special management approval.

10.4 Upon termination of the Employment (however occasioned) the Employee shall be paid in lieu of any accrued and not availed annual leave to which the Employee becomes entitled during the Employment. Payment for accrued annual leave shall be calculated on the basis of the rate of the Basic Salary. The Annual term shall be calculated exclusive of public holidays.

10.5 The Employee is entitled to 7 days of Public Holidays, which are defined as per Company policy. The Company is entitled to change these Public Holidays due to operational reasons at any time.

10.6 The Employee shall be entitled to 2 (two) days paid casual leave per calendar year. This leave is available to use as it is accrued. Accrued leave can't be carried over to the next calendar year.

10.7 Any leave is subject to approval by the Company and shall be in accordance with the relevant regulations regarding temporary replacements. Interruption of business operations has to be avoided.

11 TERMINATION OF THE EMPLOYMENT CONTRACT

11.1 As stated in section 1 this employment contract is for a fixed term until 03.10.2022 and shall end on that date without notice having to be given.

11.2 On completion of the probation period, either initial, or extended, as the case may be, the Employment of the Employee with the Company will end as defined under clause 1.

11.3 Either party can terminate this Agreement with a written notice of two (2) months or two (2) months' salary in lieu of notice. The official notification becomes valid upon arrival of delivery.

11.4 In any case of notice, the Company is entitled to release the Employee from work under deduction of any vacation time remaining due up to the expiration of the period of notice.

11.5 The right to terminate the Contract extraordinarily remains unaffected. In particular and without prejudice to the generality of the foregoing provision, the Company shall be entitled to terminate the Contract summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Contract of Employment and to the Employee's continuing obligations) in any of the following events:

(a) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied term of this Contract.

(b) If the Employee commits any serious or wilful or persistent breach or breaches of any express or implied Company policy.

(c) If the Company has good reason to believe that the Employee has committed any criminal offence or been guilty of any dishonesty or serious misconduct whether during the performance of his duties or otherwise.

(d) If the Employee's petitions for bankruptcy or has a bankruptcy order made against him or applies to take the benefit of any legislation for the relief of insolvent debtors or if he makes any composition with his creditors.

(e) If any information relating to the Employee's suitability for Employment by the Company and provided in the course of applying for Employment is found to be materially false or misleading.

11.6 A notice by the Employee may be submitted to the Supervisor/Director / Managing Director of the Company.

11.7 It is not permitted to terminate the employment contract giving proper notice before the agreed start date.

11.8 Upon cessation of this employment contract or in the event that the Company has granted leave from duty, the Employee must immediately and completely release to the Company all documents, objects and data regarding the affairs of the Company, especially keys, badges, telephones, computers, books, models, and recordings of any type including any duplicates for copies in his possession. The Employee acknowledges that all objects and data are the property of the Company and therefore he has no right to retention. If the Company property is not returned, a fee of INR 3,500.00 (three thousand five hundred) shall be deducted from the salary of the Employee.

11.9 The employment contract shall cease automatically without notice of termination upon expiry of the month in which the Employee reaches the age of 65 or when a total loss of working capacity is ascertained.

12 CONFIDENTIALTY

12.1 The Employee is obligated to keep all confidential matters, in particular business and trade secrets of the Company, and companies and persons affiliated with the Company strictly confidential. This obligation shall also continue to persist after the cessation of the employment contract.

12.2 All documents relating to the Company or to companies and persons affiliated with the Company, in particular all notes, specifications for tenders and contracts, records, reports, correspondence and similar documents including any copies thereof, all data carriers/data and all items provided to the Employee shall be handled with care and may only be used for business purposes. Removing these items from the business premises or a reproduction of the data/items is prohibited.

12.3 When the employment contract ends or upon commencement of a leave of absence when notice to terminate the employment contract has been given the Employee shall return to the Company unprompted all documents, data carriers and items in his possession which were provided to him during his employment. During the period of the employment contract this is to be done if ordered to do so. This applies correspondingly to non-physical information and materials, such as computer programs and other data, for example. The Employee is not permitted to retain back-ups of these.

12.4 The Employee is obligated to keep individual arrangements in or regarding this contract of employment confidential towards third parties. This includes in particular salary and, in case of fixed term contracts, the duration.

13 REPORTING CHANGES

Changes to marital status, place of residence and matters which could cause special statutory privileges, e.g. severe disablement and other matters which are important to the Company, shall be reported to the Company immediately.

14 CODE OF CONDUCT

14.1 The Employee shall strictly adhere to the Company's code of conduct and all the disciplinary rules and regulations as in force from time to time.

14.2 The Employee shall refrain from engaging in any illegal or immoral activities within Company premises as well outside which can bring disrepute to the Company.

14.3 The Employee shall not use Company's assets and facilities for their private use without prior information and approval from his supervisor. The Employee shall refrain from doing his personal work / private business during the office working hours.

14.4 Whilst the Company encourages the use of email and the internet to aid communication and improve efficiency, inappropriate use of these systems can cause serious problems which may involve legal claims against both the Company and individual Employee. In line with the Hemmersbach Group, therefore the Employee agrees to abide by the rules of the Company Policy.

15 USE OF EQUIPMENT

The Employee undertakes to comply with the rules of the Company in force from time to time concerning the use of materials, equipment and computer systems of the Company and the Group Companies. The Employee gives his consent to a representative of the Company gaining access to the email of the Employee in case of absence or in order to protect the interest of the Company.

16 DATA PROTECTION

Any data arising due to and during the employment will be stored and processed in the headquarters of the Hemmersbach Group, based in Nuremberg, Germany. Both parties shall therefore adhere to the statutory stipulations of the General Data Protection Regulation (GDPR) under European law, while considering the local data protection requirements. The Employee gives his consent to the Company and the Hemmersbach Group of Companies processing and transferring work related data (including data relating to sickness affecting the performance of the Employee) within India and abroad as the case may be for purposes related to the Employment, other administrative purposes or any other purpose related to the collection, storage or transfer of personal data in compliance with applicable Indian law.

17 BACKGROUND CHECK

17.1 The Employee agrees to provide the Company with an official document issued by the police or a governmental agency (e.g. criminal record / certificate of good conduct) in order to testify any criminal records as part of a background check. This certificate or at least the confirmation of the request should be presented to the Company at the latest on the first working day.

17.2 The Employee agrees to undergo further background checks (e.g. advanced security vetting), if these are or will be required for the role.

18 WRITTEN FORM AND EXISTENCE OF THE CONTRACT

18.1 Ancillary agreements and amendments are only valid, if they are in writing, signed and have approval by decision of the Shareholders' meeting; this also applies to the waiver of this written form requirement.

18.2 If one of the provisions of this contract is or becomes invalid, in whole or in part, this shall not affect the validity of the remaining provisions. In such a case the contract shall be executed as the Parties intended. If the validity of a provision of performance or time is affected, it shall be replaced by the provision permitted by law.

19 JURISDICTION

The terms of this Agreement shall be construed in accordance with the laws of India and both parties irrevocably submit to the jurisdiction of the Courts of Bangalore to settle any disputes that may arise in connection with this Employment.

20 COPIES OF THIS CONTRACT

The Company and the Employee have each received one copy of this contract.

21 MISCELLANEOUS

21.1 The Employee is not permitted to use the Company's Internet or telephone for private purposes Likewise sending private emails is prohibited.

21.2 Working or driving a company car under the influence of alcohol or drugs is strictly prohibited.

21.3 The company shall be informed in writing of the loss of your driving licence including information regarding the duration of and reason for said loss. If a driving licence is required to carry out his role the Company reserves the right to terminate the employment contract without notice.

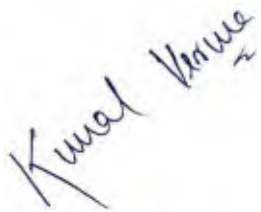
21.4 The Company is entitled to save all use of the email system and the Internet in order to monitor adherence to the above provisions using the saved data for a maximum duration of three months.

The undersigned hereby acknowledge that they have read and fully understand the terms of this Agreement, the terms and conditions of which are hereby incorporated and acknowledged by this document.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first below written.

Date: 02.09.2021

Date: 02.09.20221



_____

_____

Mr. Kunal Verma
Country Manager, India
Hemmersbach India Private Limited

Enclosure:

- Annexure A: Job Description

Annexure A

JOB DESCRIPTION

Position: Service Desk Manager

Job Family: Admin-Operations

Reports to: Teamlead-Operations, Manager, Country Manager

The employee is expected to perform his / her duties as outlined here. The continuity of this contract is dependent upon the fulfillments of the job responsibilities expressed therein. In some circumstances the employee may also be required to perform tasks other than those stated here and is expected to do so with the utmost diligence and professionalism. This shall not affect the remuneration provisions.

For project requirements, the employee might be required to work on project shift duty based on project need. Job

Purpose:

To undertake all administrational tasks and activities in a professional and timely manner and in accordance with all internal process requirements. To adhere to the Hemmersbach Service Delivery Code (SDC) and all other Hemmersbach standards in the corresponding field of service or customer account. To break the company's annual BIG THREE goals down into realizable tasks, which are incorporated into the daily routine Responsibilities and Accountabilities:

- Proactively manage their areas of responsibility, in particular ensuring that Hemmersbach delivers a high level of internal and external customer satisfaction, which also meets the business goals.
- Ensure all work is delivered consistently and in accordance with lead measures and Key Performance Indicators (KPIs).
- Work on day-to-day activities, such as responding to tickets and implementing processes in order to help things run smoothly.
- Communicate with all levels of Hemmersbach Management, which includes producing reports to a high standard in a timely manner with accurate data.
- Proactively improve personal skills to achieve better performance and to improve the quality of daily business.

Review of this Job Description

This job description is an indicator of general areas of activity and will be amended in light of the changing needs of the organisation. Additionally, the skill development of every employee in this position will be determined once a year via the categorization and feedback procedure.

I, hereby accept and agree the terms and conditions of employment set out in this Job Description.

02.09.2021

Date: _____ _____

OFFER LETTER

Dear VISHAAL S,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Vishakh Viswan,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **VISHWANATH SAGAR S**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483012/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

LETTER OF OFFER

DATE: 04/08/2022

Dear Ms. Ruth Rani.D,

We are pleased to offer you the profile of "Psychologist" under Thanal, Daya Rehabilitation Trust, Vatakara, Kozhikode, Kerala.

- Your consolidated salary will be 20000 per month
- Your Job location will be Chennai Streets.
- The working time will be 8.00 hours per day, 6 days per week (Monday - Saturday)

Required Documents on Joining:

- 'AADHAR' Card Copy.
- Bank Pass Book Copy(SBI or Axis Bank)
- 'PAN' Card Copy
- 1 Passport Size Photo.
- Educational Certificates Copy

Kindly confirm your Joining date by return mail

Any clarifications required on pre joining documents and other things, please get in touch with HR Department.

We welcome you to Daya Rehabilitation Trust and look forward to a mutually beneficial association with Daya Rehabilitation Trust.

All the Best!

Akhil Thiruvoth
Assistant Manager
HR Department
Daya Rehabilitation Trust

OFFER LETTER

Dear Wafu Zahera,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Y SAI PRATYUSHA**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483013/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2021. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2021.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rekha Dd**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sammedh Chaugala**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Abhilasha Maurya**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Aditi**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akarsh Kumar**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Akash SR**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Ameen Rabbani**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Dheeraj C**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **MD Mujeeb Ur Rehman G**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Meghana SG**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Mohammed Faisal**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Navya MS**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Prajwal patil**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rafia Akahtar Maham**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Rituraj**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Roshan Raj A**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sahid Khan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Sneha Latha Reddy B**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Dear **Varsha S Rajan**,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "**EY Global Delivery Services India LLP"** (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.483000/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source**.**

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : RAHUL DASGUPTA
Reason : Offer Letter
Location : Bangalore
Date: 24-09-2021 16:16:53

Authorized Signatory

This file is signed using Digital Signature.

This file is signed using Digital Signature.

OFFER LETTER

Dear Yamini KV,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**350000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

OFFER LETTER
NAME: Yashaswini RS

Dear Yashaswini RS

After taking several qualified candidates through our interview process, we feel that you would make an excellent addition to the team.

Your employment will be subject to an introductory period of 60 (days) during which time you and your supervisor will assess your performance and the appropriateness of your employment with our company.

- Annual salary of Rs 2,40,000 (paid monthly) under [exempt] status,
- Sick time per the Employee Handbook and National Legislations where applicable

The annual salary in inclusive of all taxes. Necessary deductions to be made in monthly salary.
This offer of employment is contingent on the successful completion of pre-employment physical/medical assessment, background check and exhibiting the basic necessary skills post joining. While we do not anticipate any concerns with either of these processes, should any findings not meet standards for employment, continuation of your employment will be jeopardized at that time.

On your first day, you will be required to present documents proving your identity and authorization to work in the Bangalore. A list of acceptable documents is included with this letter for your reference.

The Employee Handbook will be shared with you once you join. This document will provide further information regarding the Company's policies, procedures and benefits.

By signing this letter below, you acknowledge receipt and acceptance of our offer. The terms described in this letter replace all prior agreements and/or discussions pertaining to your offer of employment with EAS.

We look forward to having you as part of the team. If you have any questions, please do not hesitate to contact me.

Sincerely,

Suchitra Choudhury, M.A. Clin. Psy., BCBA, IBA
Clinical Director
EAS – Bangalore

Chief

Acknowledged and Accepted:

_____ _____

Yashpal Singh Chugh

Dear **Yashpal Singh Chugh**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

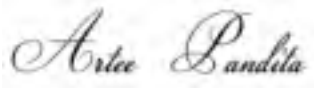
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

OFFER LETTER

Dear YASMEEN KHATOON,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 500000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A
Compensation Entitlement Sheet

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**500000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

TeamLease™
Putting India to Work

YESHWANTH R

Engagement Letter

We are pleased to appoint you in our organization as Assistant Store Manager Trainee subject to the following terms and conditions:

1. Your term of engagement will commence from 15 Jul 2024 and expire on 14 Jul 2025 during which you will render services to our Client's (Arvind Fashions Limited) premises at Bangalore specified from time to time subject to the terms and conditions of the engagement letter executed by you on 15 Jul 2024. Further you shall be bound by terms of this engagement letter and that you shall act in accordance with the instructions, rules or regulations received by you from TeamLease or any authorized person of TeamLease.

2. You hereby agree to the following terms and conditions:

   i. You shall perform the services, in a professional manner, at the Client's (Arvind Fashions Limited) location until the expiry of the term or termination of your engagement.
   ii. During the term of your engagement, you shall render services exclusively to the Client (Arvind Fashions Limited) or any of its group companies, subsidiaries or affiliates as instructed by TeamLease. Further you shall not engage either directly or indirectly in any trade, business or employment during the term of your engagement, whether for or without any commercial gain, in any manner whatsoever.
   iii. You shall not engage in any conduct which is detrimental to the interests of the Client (Arvind Fashions Limited) or TeamLease.
   iv. You shall not receive any payments, gifts or gratuities of any nature either directly or indirectly from the Client (Arvind Fashions Limited) unless agreed to by TeamLease except for any rewards or incentives based on your performance which shall be at the sole discretion of the Client (Arvind Fashions Limited).
   v. You shall extend all cooperation to Client's (Arvind Fashions Limited) employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the engagement letter so as to effectively undertake the work.
   vi. Report and be present at the designated location during the working hours mentioned by the Client (Arvind Fashions Limited) and abide by the rules and regulations as intimated by TeamLease.
   vii. Comply with the safety, health and other rules and regulations of TeamLease as intimated to you.
   viii. Comply with leave policy as intimated through the associate handbook
   ix. You shall not divulge any trade secret or confidential information which you come across during the term of your engagement or in course of services being provided to the Client (Arvind Fashions Limited).
   x. During your engagement, TeamLease reserves the right to transfer you to any location within the territory of India for executing the services to the Client (Arvind Fashions Limited). Further TeamLease reserves the right to depute your services to the Client's (Arvind Fashions Limited) affiliates, group companies or subsidiaries at any location within the territory of India.

3. During the term of this engagement, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither TeamLease offers you any employment with TeamLease nor you become an employee of TeamLease. Upon expiry or termination of this engagement letter, your engagement with TeamLease shall stand terminated forthwith.

4. You shall not act in any act subversive of any discipline or insubordination of your duties or any misconduct including but not limited to theft, fraud or misrepresentation or any event such that of prolonged absenteeism, destruction or damage to the property of the Client (Arvind Fashions Limited), then in such event, TeamLease shall

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

be at liberty to take necessary disciplinary action against you and shall be at liberty to forthwith terminate this engagement.

5. In case TeamLease finds your services are not in conformity with the requisite service level standards, then TeamLease reserves the right to initiate a performance improvement plan and further in case you fail to perform as per the said requisite standards, despite being provided the performance improvement plan, then TeamLease reserves the right to terminate your services accordingly.

6. Either party may terminate this engagement by issuing 30 days notice in writing or payment of 30 days' basic salary in lieu of notice thereof. Teamlease reserves the right to waive the applicable notice period, at its discretion. Notwithstanding anything contained herein in case of any breach of the terms of this engagement letter, TeamLease shall be entitled to forthwith terminate your engagement.

7. Termination of this engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

8. You agree to defend, indemnify and hold TeamLease or the Client (Arvind Fashions Limited) harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to perform any of your obligations under this engagement letter or for misconduct or for violation of any law or for creation of any legal liability by you.

9. In the event of any dispute between you and TeamLease, the parties shall negotiate with each other and endevaour to amicably resolve the said dispute. In case of any failure to amicably resolve any dispute then the same shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

10. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

11. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered by Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

12. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

13. During your engagement with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you or in case, we find any incorrect, inaccurate or any misleading information while conducting reference checks then this engagement letter stands cancelled/revoked.
14. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2024 to 14 Jul 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
15. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/• (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal based on your career interests. Additionally, on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
16. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

secrets, inventions, products detail, know•how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client. This Non•Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

17. This appointment letter shall be co•terminus with the agreement we have with our client.
18. Upon joining, an amount of Rs. 399/• shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at Team Lease would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your enagement at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of the terms and conditions.

This is a system generated document. Any unauthorize d use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

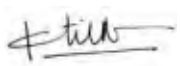
TeamLease™
Putting India to Work

TeamLease neither accepts any consideration in the form of any cash or kind, nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provided to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name:

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease™
Putting India to Work

Salary Annexure

Particulars	Amount
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Employer PF Contribution	1800
Statutory Bonus	1472
Employee Compensation	30
TotalAmount	**35000**
Amount In Words(Rs)	Three Lakh Fifty thousand only

Net Pay Annexure

EARNINGS	Amounts
Basic	16915
House Rent Allowance	6766
Special Allowance	7964
Statutory Bonus	1472
Gross Earnings	**35000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income•tax deductions, if applicable will be as per the Income•Tax, 1961.

Note: This statement is only for the purpose of information and is illustrative in nature.

In case of any queries, request you to contact us via below provided details

Email: info@teamlease.com

Contact Number: 080•60000655

Mandatory Training Programme • Prevention of Sexual Harassment at Work Place • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

your responsibilities in ensuring a safe workplace.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

YOGAN RAJ .P
Chennai

Dear YOGAN RAJ .P

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

digit
BACKED BY FAIRFAX

OFFER LETTER

Dear YOGANAND D,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Graduate Trainee Engineer – Analytics and Data Science.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 400000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.00%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:

(a) The accuracy of the testimonials and information provided by you; and,

(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 We are glad that you have accepted our offer. In order to confirm your joining, you would be required to submit a proof of your resignation from your current company

within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves a right to withdraw this offer.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**400000**

*TDS deduction is subject to taxable income.
**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

Vibhanshu Patel

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Yoganand D,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/- .** You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-.** This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	**15000**	**488**	**15,488/- (*)**
Second year	**17000**	**553**	**17,553/- (*)**
Third year	**19000**	**618**	**19,618/- (*)**
Fourth year	**23000**	**0**	**23,000/- (*)**

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program (“Training Agreement”).

ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro’s - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

i. You will be enrolled for M-Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.

ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

iv. You will not be able to change Specialization track after enrolment.

v. Overall program duration is 4 years from date of enrolment of academic program.

vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.

vii. You will be required to submit a project work / dissertation in your final semester (8^{th} semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.

ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.

x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm

xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.

xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.

xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.

xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.

xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.

xix. The 8th semester of study is fully devoted for dissertation / project work

xx. If a Scholar trainee’s CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation

xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.

xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.

xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.

xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.

xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head /

Manager of WILP Academy

ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

   b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

   c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.

   d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.

ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.

iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.

iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).

vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro’s rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.

ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro’s right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.

ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

iii. The full day lecture sessions will be held at any of Wipro’s other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

iv. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.

ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.

ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

19. Work Allocation:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

Yours sincerely,

For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Radheshyam Thakur, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

a. validating my application form and retaining records on the same for any future reference/verification;

b. processing my application form including background verification checks;

c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third

party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : DAAI -Cloud & Digital Database

Skill Preferences 2 : CEP-SAP-ABAP

Skill Preferences 3 : Python App

Location Preferences 1 : Bangalore

Location Preferences 2 : Mysore

Location Preferences 3 : Chennai

☑ Accept ☐ Decline

☑ **Signature** Radheshyam Thakur 25/1/2023 10:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

Yogesh R

Dear **Yogesh R**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

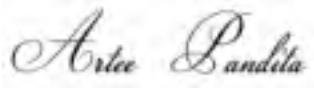
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

YUVAN RAJ P
Chennai

Dear YUVAN RAJ P

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651

YUVRAJ NIRANJAN P

Dear **YUVRAJ NIRANJAN P**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

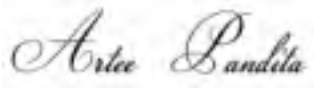
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

ZAHID SAIF C

Dear **ZAHID SAIF C**

On behalf of CAI Info India Private Ltd., I would like to reconfirm our verbal offer of employment as a **"Jr. Software Engineer"** for an annual CTC of Rs. 3,00,000.00 (Rupees three lakhs thirty thousand) beginning on your anticipated start date, Monday, February 05, 2024. This will be paid to you monthly at the end of each month in increments of Rs. 25,000.00 (gross monthly CTC).

Special Clauses:

- During the period of your employment, the Company may at any time assign or transfer you to any location in the world where the Company/its clients has its establishment. In such an event, you shall be entitled to allowances in accordance with the policies of the Company.
- If you do not have an existing account with ICICI Bank, you will be required to establish one within 2 weeks of your first pay.
- You shall be considered for the next financial review in 2025.

You are required to bring the following documents at the time of reporting for employment: -

Last updated resume

- Latest passport size photograph
- A copy of Educational Certificates for all years of education and mark cards -

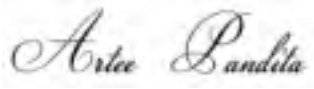
Copy of passport

- Form 16

Please sign the bottom portion of this letter indicating your acceptance of this position and return the same immediately. You will be issued an appointment letter upon your acceptance of this offer letter.

Thank You and Welcome.

Yours Truly, Accepted By:



Artee Pandita _____

Director-Human Resources

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

Detailed CTC Breakdown:

Description	Monthly	Yearly
Basic	INR 13,750.00	INR 1,65,000.00
HRA	INR 5,500.00	INR 66,000.00
Conveyance	INR 300.00	INR 3,600.00
Medical Allowance	INR 700.00	INR 8,400.00
Statutory Bonus	INR 2,500.00	INR 30,000.00
Provident Fund	INR 3,300.00	INR 39,600.00
Gratuity	INR 661.38	INR 7,936.50
Special Allowance	INR 788.63	INR 9,463.50
Total	**INR 25,000.00**	**INR 3,00,000.00**

Accepted By:

_____

Divyasree Towers, Floor 5, Guruppanapalya
Bannerghatta Main Road, Bangalore-560029
www.cai.io inquire@cai.io

CAI Info India Private Limited

080 -45340400

ZAID ASGHAR
Chennai

Dear ZAID ASGHAR

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Data Processing Analyst** and in this role you will be based at **Chennai.**

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Data Processing Analyst

Global Job Band –9

COE – INROC Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 346415/-**which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 360000 /-.** An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave(on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your income taxes worldwide.

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days' notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is one month for band 9 to band 11, two months for band 5 to band 8, and three months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement: You will retire from the services of the company on attaining 58(fifty-eight) years of age.

The NielsenIQ Company Code of Conduct – Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality – All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm you acceptance by affixing your signature and return the attached "Employee Confidentiality, Proprietary Rights and Conflicts Agreement", appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client's ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal

information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.

Some examples of personal information as detailed under Rule 3 of the Information Technology(Reasonable security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and(ii) medical records . This may be collected used or

disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage

prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully

For and on behalf of NielsenIQ (India) Private Limited

Anand Pandya Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Data Processing Analyst** with NielsenIQ (India) Private Limited.

Signature: _____ Date: _____

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSENIQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being ***9:30am to 6:00pm***.
- Select Field Office-based employees work ***Monday through Saturday***. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(B) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	26 weeks	5 days	24 weeks	12 days

(C) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**
   Provides Life Insurance assistance to the associate's family in case of death of an associate.

Grade	Sum Insured INR
11,10,09	20,00,000

2. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company) -** Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
11,10,09	3,50,000

3. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)** The policy provides Insurance cover for injury to an associate.

Grade	Sum Insured INR
11,10,09,08,07	5,45,000

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
2. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
3. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
4. 2 passport sized photograph.
5. Relieving letter /Service letter/ Resignation Acceptance from your last company.
6. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the Whistle blower procedures, call the Helpline or write to us.

E-mail: IndiaIntegrity@NielsenIQ.com
Report a concern online in 38 native languages, anonymously at https://iwf.tnwgrc.com/NielsenIQ
Call the Whistle-blower Hotline and speak to confidential, third party representatives 24 x 7
Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.

For complaints, write to: WPHPIndia@NielsenIQ.com All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling,
E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919
E-counselling: wellness&wellbeing@icasindia.com
All Face-to-face counselling would be based on need and prior appointment
To know more about EAP, contact your HRBP or write to eap@NielsenIQ.com

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: https://intranet.NielsenIQ.com/Pages/default.aspx

---

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Nielsen (India) Private Limited | 6th Floor, Block C, Godrej IT Park, L & S Marg, Vikhroli (W), Mumbai 400 079, India
Tel : 91 22 6663 0500 Fax : 91 22 6663 0501 | nielsen.com | CIN : U74999MH1983PTC031651